

## Major under fire for cabinet choice

# Treasury job for woman fails to placate critics

By ROBIN OAKLEY, POLITICAL EDITOR

THE new government of John Major hit its first snag yesterday when he was criticised within and without the party for failing to appoint a woman to his first cabinet.

Although Gillian Shephard, a junior social security minister, was promoted to number three in the Treasury, the first woman minister of state at that department, there were highly vocal complaints from Teresa Gorman, a Tory MP who threatened to squat on her own front bench in protest, and from the Opposition. Mr Major heads the first cabinet since 1964 not to contain a woman.

The appointments question was further highlighted by the mysterious comings and goings of Lynda Chalker, the overseas aid minister, who was the obvious favourite among women candidates for the cabinet. She saw Mr Major on Wednesday night and again yesterday but left Downing Street without speaking to reporters. Her name did not figure on the list of ministerial changes issued last night and she was rumoured among colleagues to have rejected deputy chairmanship of the Conservative party.

Mrs Chalker's opposition

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The last time there was a woman in the cabinet, she pinched the P.M.'s job.

would wish it to be, they reach the top on merit."

Mrs Shephard said last night that Mr Major had told her on Wednesday that there was no question of her being appointed as a token woman. "I was appointed on merit." But she agreed that there was a need to create a bigger pool of women junior ministers.

Seating arrangements on the Labour front bench were altered just before the televised question time so that two women, Ann Taylor and Ms Cwyd, were prominent alongside Neil Kinnock. Labour MPs must vote for three women among their selections for the shadow cabinet. Mr Kinnock issued a statement accusing Mr Major of treating women as an afterthought.

The prime minister yesterday signalled a new style by inviting his cabinet colleagues to pitch in on subjects outside their own ministerial briefs and he told MPs that anyone who doubted his independence should judge him by his actions. Challenged on what policy differences he had with Mrs Thatcher, he told a Labour MP in his first question time: "I am my own man and on that basis I see no need to beat my chest and tell you."

In yesterday's other government changes, Sir George Young, a noted opponent of the poll tax before he returned to the whip's office in the last government reshuffle, went back to the environment department on the surprise departure of the housing minister, Michael Spicer. Mr Spicer told Mr Major that he wanted to spend more time writing books.

John Cope, minister of state in the Northern Ireland office, left the government to become deputy chairman of the Conservative party. He replaces David Trippier, who campaigned for Michael Heseltine during the leadership race. Mr Trippier retains his government post as the "green" minister in the environment department.

Lord Belstead, the former leader of the Lords, becomes a minister of state in the Northern Ireland Office with the additional title of Paymaster General. Brian Mawhinney is promoted from under secretary to minister of state, also in the Northern Ireland office. At yesterday's cabinet Mr



Back to the future: Margaret Thatcher in her new place on the Tory back benches yesterday listening to a question from Elizabeth Peacock (C, Bailey and Spen). Report, page 3; political sketch, page 24



Shephard: first woman Treasury minister

Major signalled the start of a more collegiate phase of government by telling his colleagues that he wanted them to contribute on subjects outside their ministerial responsibilities. "That means I will have to start reading my briefs," one said resignedly afterwards.

Mr Heseltine, attending his first cabinet meeting since 1986, was said by colleagues to have been among the more vocal contributors.

The main preoccupation of yesterday's politics was the poll tax. Replying to Mr Kinnock Mr Major told MPs: "The environment secretary

## Gulf troops are put on 'yellow' air raid alert

From MICHAEL EVANS IN JUBAIL AND JAMES BONE IN NEW YORK

BRITISH and American forces at the Saudi port of Jubail were put on "yellow" air raid alert yesterday after reported troop movements by the Iraqis.

British commanders said it was the first time since arriving in Saudi Arabia that air raid alert status had been raised from white to yellow. The third, and highest, level is red, indicating an imminent attack. A senior military source confirmed last night that there had been "unusual troop movements" in Kuwait which had raised the alarm.

However, yesterday's increased alert status was also seen as a sensible precaution in case of an Iraqi response to the meeting yesterday of the United Nations Security Council summoned to discuss the new American resolution sanctioning the use of force to secure the removal of Iraqi troops from Kuwait. The security council was preparing yesterday to approve military action against Iraq unless it withdraws by January 15.

The United Nations has not endorsed the full-scale use of force to suppress aggression since the Korean war four decades ago. The resolution was virtually certain to pass

with a clear majority after two weeks of intensive diplomacy by James Baker, the US secretary of state, which brought the foreign ministers of 13 of the 15 security council members to New York for the vote.

Only Yemen and Cuba were expected to vote against the resolution, with China abstaining. American officials continued to express hope yesterday morning that even those three countries might move closer to the US position.

With only hours left before the vote President Saddam Hussein said Iraq was not alarmed by American military might and would never bow to pressure. "We ask ourselves every day 'Are we in the right?' and the answer is 'We are right and part of a great people and nation which will never be defeated by threat and might'," he said on state television.

"We ask Allah to spare the human race the perils of war. But if fighting is imposed on us, we shall fight in a way that will make us and Arabs hold our heads high."

The draft UN resolution, which was being finalised by ministers, allows Iraq a "final

opportunity" to vacate Kuwait peacefully before January 15. The so-called "pause of goodwill" was included in the resolution at Soviet insistence. After that period expires, UN member states "cooperating with the armed government of Kuwait will be authorised to use all necessary means" to force Iraq out of the emirate.

By mid-January, the US troop build-up in the Gulf should be almost complete, with about 400,000 servicemen in place ready for a possible offensive.

The resolution falls short of setting up a UN command under Article 42 of the UN Charter, but the vote will bring the United Nations closer than ever before to its original purpose of establishing a collective security system to resist the aggression of dictators.

Clamour in Congress, page 13  
After Thatcher, page 14

## Saturday Review

### Nothing like a Dame?



Oh yes you are going to a pantomime, but which one? A guide to the best on offer around the country

### Sam Spade goes hi-tech



Jules Kroll heads a multi-national detective agency that even the FBI turns to in times of need. But don't mention gumshoes to Kroll: He isn't wearing that description

### No train, just the ticket

Bolivian station booking offices hum with efficiency but the train will arrive next Tuesday, possibly. Matthew Parris travels hopefully

### Plus...

Living with HIV infection, the best of the year's fiction. Danieleschi. Mankova's childhood, snail-whisky offer.

## THE TIMES

### How to be a true green

A young reader's guide to ecology, plus the chance to win an electric piano

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## Four men of the times



Writer, rock star, film-maker and painter feature in *The Times* today. Ronald Dahl, in an interview just before his death, on why that rite of passage held no fear (page 18); the new, and political, Paul McCartney record that seems unlikely to change the world (page 20); Alan Parker on the photograph that inspired a film (page 19); and Jasper Johns, in London for two shows, is unexpectedly impish and unflinching (page 21)

## Spending up

The average British household spent £224 a week last year. That was one-tenth more than in 1988 but the proportion spent on basic items continued to fall. Page 7

## Lukanov goes

Andrei Lukanov, the prime minister of Bulgaria, resigned yesterday with his government of ex-communists. Earlier there had been street protests. Page 10

## Hong Kong fear

Jardine Matheson, the largest British group in Hong Kong, has threatened to delist from the colony's stock exchange, creating further worries about the colony's future in the run up to 1997. Page 25

## Training awards

A ten page supplement on the National Training Awards, supported by *The Times*, appears with today's issue.

## Prince's campaign for barns

A LEGACY of extreme ugliness and insensitivity will be left to our descendants if we allow the destruction of farm buildings and features of the rural landscape because they are deemed no longer to have economic purpose, the Prince of Wales said yesterday.

Speaking at a conference in London, Prince Charles said that the future of the countryside could not be entrusted to planning authorities, any more than it could be left to market forces.

Charles described the failure of a local authority in Norfolk to protect a Grade One listed barn, and of English Heritage as the government's watchdog to intervene, as "a total tragedy" and a disgrace.

Full report, page 7

## Germany starts airlift to Russia

By IAN MURRAY IN BONN

GERMANY began a huge food aid programme for the Soviet Union yesterday when an Aeroflot airliner took off from Hannover airport and headed for Moscow, where shortages are threatening the worst winter since the war.

On board were 37 tonnes of urgently needed food given by Germany only hours after a marathon television appeal had raised at least £1.7 million in cash to help stricken citizens of the Soviet Union.

The appeal was intended to make Germans feel both guilt and gratitude towards the Soviet Union. A mournful Russian band provided background music to shots showing the population of Leningrad starving during the siege by the German army in the winter of 1941. About 600,000 died then and recent pictures

of Moscow suggested conditions are fast deteriorating to resemble those in the war. The message, emphasised by Helmut Kohl, the chancellor, was that this was a mission of human kindness which none should ignore.

As the German airlift got under way, President Gorbachev pronounced himself and other Communists "guilty before the working class" and promised immediate steps to improve food supplies. He said he had concluded agreements for the republics of Estonia, Kazakhstan and the Ukraine to send dairy products to Moscow and Leningrad. He reiterated his determination to hold the Soviet Union together.

Big response, page 10  
Leading article, page 15

## British must prepare for full horror of war

FROM OUR DEFENCE CORRESPONDENT

BRIGADIER Patrick Cordingley, commander of the Desert Rats, said yesterday he feared that the British public was not prepared for the horrors of a war with Iraq. Under the worst scenario, British casualties could be high, he said.

"It seems to me that we have to prepare the British public for a particularly unpleasant war," he said.

With a new UN resolution providing international backing for launching an attack, "we're on the periphery of something," Brigadier Cordingley said. But the public did

not seem to be aware of the implications.

Speaking at 7th Armoured Brigade Group headquarters, about 30 miles west of Jubail, Saudi Arabia's main north-eastern port, the brigadier said: "There are going to be a lot of casualties and inevitably one has to be prepared for unpleasant things to unfold."

Major Ewan Loudon, his chief of staff, estimated that if the 7th Armoured Brigade, and the 4th Brigade reinforcements on the way, were used to tackle the Iraqi defensive positions in Kuwait, "head

Continued on Page 24, col 1

## Woman's Hour to be ended after 44 years

By MELINDA WITTSTOCK MEDIA CORRESPONDENT

RADIO 4 is bringing to an end *Woman's Hour*, the afternoon institution which for 44 years has aspired to be the voice of British women.

Made by women for women since October 1946, the pioneering programme will be replaced each afternoon from next September by current affairs, documentaries and features. At the same time a new live "morning magazine" will begin, with a much wider focus.

The *Woman's Hour* production team, who may be joined by men, will next autumn be deployed to produce the new programme.

In the words of Radio 4 controller Michael Green, it will "saddle the morning" between 10.30 and 11.30 am. The decision, sure to disappoint

many of the one million regular listeners who tune in every afternoon at 2 pm to hear ordinary women and extraordinary women frankly discuss their experiences and problems from gynaecology to giro cheques, came after extensive Radio 4 research showed that more people, particularly men, would listen to the programme if it was aired in the peak morning slot.

Mr Green said more men, who now constitute between 20 per cent and 22 per cent of *Woman's Hour's* listeners, are available at 10.30 in the morning. Almost as many men as women now have the spare time during the day to listen to the radio, Radio 4 research found. More women are also likely to tune in to the morning programme.

*Woman's Hour*, which has evolved from the serialisation of bodice-ripping yarns and features on home and beauty for housewives in the

forties, has focused throughout the eighties on violence against women, health and sexual problems and careers. When it was launched, it was briefly presented by a man and was seen to be aiming at coaxing women back into the home after the war.

In 1947 a woman took over presentation and within weeks the programme received the sort of reprimand that has characterised it since. "It's acutely embarrassing to hear about 'hot flashes', diseases of the ovaries, the possibility of womb removal and so on being transmitted on 376 kilowatts at 2 pm in the afternoon," a 1947 memorandum from the BBC's higher ranks said.

The content of the *Woman's Hour* replacement programme, whose producers were informed of the decision yesterday, has yet to be decided. "We're not making any

presumptions about the title before the content is decided. *Woman's Hour* may still be appropriate as it is a strong, well-known title," Mr Green said.

"Research has shown that lifestyles and therefore listening habits have changed over the years. A more mobile population is less able to make large commitments of time and concentration in the mornings. Listeners expressed a strong desire for a more flexible and entertaining type of programming that allows them to 'dip in and out'." Radio 4 said.

This shake-up of Radio 4's daytime schedules, will also see the demise of *Citizens*, the twice-weekly soap opera which never succeeded in winning anything approaching the large audience that regularly tunes in to *The Archers* each day. A new daily soap opera is planned for 1992.

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هكذا أمر الأصل



# Reforming poll tax is like defusing a bomb, Patten says

By DOUGLAS BROOM AND PHILIP WEBSTER

JOHN Major yesterday appeared to rule out a return to domestic rates as his new party chairman Chris Patten gave a warning that reforming the poll tax would be like "defusing a bomb".

As Michael Heseltine, the newly-appointed environment secretary, met with several MPs to discuss options for reform, his predecessor said that there was no painless way of coping with a surge in local government spending in recent years.

Interviewed on *The World at One* on BBC Radio 4, Mr Patten said: "We have in Michael Heseltine a supremely talented politician to pick away at the timing device."

The prime minister, in his first Commons appearance since his election, told MPs that the government had decided to look again to see "what further refinements may be necessary" to ensure that the poll tax was accepted throughout the country.

When Neil Kinnock, the Labour leader, suggested that the only thing to do with the poll tax was to scrap it, Mr Patten quoted back at Mr Kinnock words he had uttered in 1980 describing rates as the "most unjust of all taxes."

The Labour leadership believes that Mr Major is vulnerable over the poll tax and Mr Kinnock referred to comments by Mr Major in interviews during the leadership campaign when he spoke of the government being "bounced" into it quickly because there was such a fuss about rates in Scotland. Labour's last night issued a statement saying that the remarks revealed Mr Major as a politician prepared to be party to ill-considered decisions against his better judgment.

Mr Major told Mr Heseltine yesterday that Mr Heseltine would be taking forward a very thorough, very constructive and fundamental review. In doing so he will take account of points made by Tory MPs both north and south of the Scottish border before we reach conclusions.

"On this side of the House we believe in examining matters before reaching conclusions," he said.

Mr Heseltine, who sat close to Mr Major during prime minister's questions, spent the afternoon with officials at his new department discussing options for reforming the community charge.

The meeting only served to underline the government's very limited room for manoeuvre on the poll tax.

Civil servants made it clear that major reforms were almost impossible before a general election.

Instead Mr Heseltine was urged to give higher priority to practical short-term measures rather than the long-term strategies for change that he has already endorsed.

The process of setting next year's poll tax is well advanced. The government has announced how much grant it will give each local authority next year and has set out the capping criteria.

Town hall treasurers are already drawing up their budgets, based on the government's figures, and poll tax levels will be set and announced early in the new year.

With most MPs agreed that an election will be held before next autumn, there is therefore no time to introduce a revised system of local government finance before the country goes to the polls.

The best that Mr Heseltine can hope to achieve is an immediate reduction in bills and the removal of some of the unfairnesses of the existing system while setting out firm plans for long-term reform.

Because the machinery for setting next year's poll tax is already in motion, any short-term remedy will involve spending more government money before next April.

During his campaign for the leadership Mr Heseltine made it clear that he wants the charge to be related to the ability to pay and that he believes that high poll tax bills could cost the Conservatives the next election.

In the short run he has basically two options. He can either allocate extra money at certain groups of charge payers or he can give councils more grant on condition that they use it to reduce bills.

The latter is the more expensive course. Treasurers accept that it costs £1 billion to reduce the poll tax by £28 a head.

Attempting to bring next year's bills, which are expected to average at least £400 a head, under the politically sensitive £300 mark would therefore cost at least £4 billion.

The cheaper and politically



Chris Patten (right), party chairman, at Central Office yesterday with Kenneth Baker, his predecessor

more attractive option would be to use money to help those on low incomes and people whose poll tax is considerably higher than their rates bill.

Under present rebate rules six million adults pay only 20 per cent of the tax and exempting them from payment altogether would cost £500 million, according to figures produced by the London School of Economics.

Tony Travers, a local government research director at the LSE, also estimates that a further £1 billion would bring most middle-income families into an expanded rebate scheme which would go a long way to meeting the injustices of the flat rate tax.

In the long run Mr Heseltine has made it clear that he wants to transfer all education spending from local to central government, possibly by requiring all state

## Thatcher becomes a backbench driver

By RICHARD FORD  
POLITICAL CORRESPONDENT

MARGARET Thatcher returned to the backbenches for the first time in 29 years yesterday to watch proudly as her protégé made his debut as prime minister's questions.

She was greeted by cheering from the Tory benches and the public gallery as she entered the chamber and went to a seat four rows back below the gangway. MPs on both sides had wondered whether she would choose a seat close to the place usually occupied by Edward Heath, but Mrs Thatcher made for that from which she had made her maiden speech.

Wearing a purple suit, she sat next to Elizabeth Fradette, MP for Batley and Spen, and began to get used to her changed circumstances and to await the entry into the chamber of her successor.

Admitting that there was a different view of the chamber from "up here", Mrs Thatcher soon discovered one of the disadvantages of the backbenches, and complained about the difficulties of hearing questions to the agriculture minister.

She stood with other Conservative MPs and cheered John Major when he walked into the chamber for his first question time as prime minister. Afterwards, she told Cecil Franks, MP for Barrow and Furness, that Mr Major had made a good start: "Question Time had gone very well for John".

Mrs Thatcher then visited the tearoom, where she sat with Peter Morrison, her former parliamentary private secretary, and five other Conservative MPs.

Lord Blake, Conor Cruise O'Brien, Philip Howard, Diary, page 14  
Leading article, page 15  
Letters, page 15

Political sketch, page 24

## Top Ulster job for schools reformer

By RICHARD FORD

BRIAN Mawhinney's promotion to be a minister of state at the Northern Ireland Office comes at the end of a year in which he has introduced educational reform measures into the province and launched initiatives in community relations.

Dr Mawhinney joined the government only two months after the signing of the Anglo-Irish agreement and was the first politician born in Northern Ireland to hold a government post in the province since direct rule was introduced in 1972.

His appointment as an under secretary came at the height of loyalist protests against the agreement and was seen in the province as an attempt to placate Unionists by persuading them that a man from their own community was listening to their views.

As the loyalist campaign against the agreement spluttered to an ignominious end, Dr Mawhinney, whose Peterborough constituency is adjacent to the prime minister's Huntingdon seat, was given the task of coaxing the two Unionist parties back into dialogue with the government.

Peter Brooke's initiative is in part due to his spadework but also to the slow dawning among the wider loyalist community and some Unionist politicians that they had

somehow to get out of the cul de sac they entered in angry mood in November 1985.

During the last year, Dr Mawhinney was responsible for introducing the government's educational reforms into the province.

They involved the ending of the 11 plus, the introduction of the national curriculum and complex and at times contentious negotiations with the Roman Catholic hierarchy which feared that the reform would weaken the church's control and ethos in schools for the Catholic community.

Part of the national curriculum in the province will include a course of mutual understanding which aims to teach both sides of the community about the other's culture and heritage.

As part of a programme of education for mutual understanding, Dr Mawhinney wants to bring Roman Catholic and Protestant children together for joint field trips and studies.

He has also been a strong promoter for integrated education, providing government funds for schools where he believed there was a reasonable demand. His encouragement of integrated education has angered some Unionist politicians.

He has also set up a community relations council and has provided government funding to local authorities in the province who have launched their own initiatives.

Born in Belfast and educated at the city's Queen's University he won Peterborough in 1979, the great advantage Dr Mawhinney has over his English born colleagues at Stormont is that he knows, better than them, the nuances of Ulster politics.

Joining Dr Mawhinney as a minister of state is Lord Belstead, demoted yesterday from being leader of the Lords. He served at Stormont as a junior minister between 1973-1974.

## Rebel back to reshape poll tax

SIR George Young's return to a department in which he has already endured one six-year spell was seen last night as a fresh indication of the prime minister's seriousness about shaking up the poll tax (Philip Webster writes).

The new environment minister of state's reservations about the charge have always been as great as those of his new boss, Michael Heseltine.

Sir George was one of the leaders of the backbench rebellion against the poll tax in the Commons.

He made the first moves in the Commons at second reading to introduce a system of banding but his amendment was ruled out of order. He then became a leading advocate of relating the tax to ability to pay. Those are matters which he will doubtless pursue with his ministerial colleagues, though his specific responsibilities will be housing, planning and construction.

The bicycling baronet was brought back to the government by Mrs Thatcher in July to serve as No 3 in the whips' office. His return delighted Conservative MPs, who saw his dismissal from the government in 1986 as unjust.

He served in the first Thatcher government as a junior health minister, and was believed by MPs to have been moved from that post because of his outspoken opposition to smoking.



Mawhinney: Author of education reforms



Sir George: tax link to ability to pay

## Shephard promotion hailed

By SHERLA GUNN, POLITICAL REPORTER

GILLIAN Shephard's promotion to minister of state at the Treasury marks her down as possible cabinet material and is considered well-deserved by her colleagues.

Since she entered Parliament as MP for southwest Norfolk in 1987, her commonsense approach and competence in dealing with education, health and social security issues has made an impression. Within eight months of entering the Commons she was elected secretary of the Tory backbench health committee. In 1988 she was picked as parliamentary private secretary to Peter Lilley when he was

economic secretary to the Treasury. A year later Margaret Thatcher appointed her junior social security minister.

One of her key involvements in the past year was working on family policy and, most notably, the proposed child support agency to track down absent fathers. Mrs Shephard has taken care to avoid the pitfalls of taking a high public profile, instead winning her reputation through the less publicised device of well-argued speeches in late-night adjournment debates late and dealing readily with MPs' queries.

Her political career is following similar lines to

Mrs Thatcher's early years at Westminster, as the former prime minister started her frontbench career dealing with pensions and social security and went on to become a Treasury spokesman when the Conservatives were in opposition.

Mrs Shephard, aged 50, is a former schools inspector, senior education officer, magistrate and helped run the family livestock business. She was also chairman of Norfolk health authority and deputy leader of Norfolk county council. Educated at a small girls' high school in North Walsham, she went to St Hilda's, Oxford, to take a degree in modern languages.

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# Major tries to silence outcry over cabinet with no women

By SHEILA GUNN, POLITICAL REPORTER

THE prime minister's decision to appoint an all-male cabinet provoked a political dispute yesterday among Conservative women MPs. Labour politicians and women's groups. John Major is the first prime minister since Sir Alec Douglas-Home's 1963-4 administration to exclude women from the cabinet.

Last night, he offered some solace when he promoted the junior social security minister, Gillian Shephard, to minister of state at the Treasury and promised MPs "women plenty" in top government positions. In his first Commons question time he said, as women would wish, they would reach the top on their merits.

Teresa Gorman, Conservative MP for Billericay, angered her female colleagues by threatening "to squat" on the front bench in protest and is writing to complain to Mr Major about the omission. "A lot of men still only relate to women as nannies, grannies and lovers and not as actual colleagues working side by side with them," she said.

"We want a seat at the top table. Every aspect of the economy and government has a bearing on women. We do not want a few crumbs dropped from the table by the men any more. I don't even

care if they have a bit of tokenism in the government and putting a woman in the cabinet that way to keep an eye on things like child care. There is no question of market forces in the cabinet. You don't get into the cabinet through merit. You get there by whom you happen to know and how long you have worked with them."

Government sources insisted the new prime minister had picked the right people for the right jobs and pointed out the limited pool of 17 Tory women MPs, including Margaret Thatcher, out of a total of 373.

Mr Major is a long-standing supporter of the 300 Group which campaigns for equal representation for women in parliament and public life. There are only three Commons ministers, Lynda Chalker, Angela Rumbold and Virginia Bottomley.

At a lower level the junior social security minister was one of Mr Major's campaign team. Although the hereditary system discriminates against women in the Lords, the Upper House has three women on the government front bench, the life peers Lady Trumpington, Lady Hooper and Lady Blatch. Among the remaining women Tory MPs are former ministers Edwina Currie, Dame Peggy



Gorman yesterday: threatened squat on front bench

Fenner and Marion Roe. The other women are Emma Nicholson, Ann Widdicombe, Ann Winter, Maureen Hicks, Teresa Gorman, Elizabeth Peacock, Elaine Kellett-Bowman, Janet Fookes and Dame Jill Knight.

The shortage goes back to the reluctance of selection committees to pick women. Lady Castle recalled that she only got her Blackburn seat because the constituency women threatened a tea-making strike unless a woman was included on the short list.

The career prospects for women politicians are traditionally worse in the Conservative party with Mrs Thatcher as a young MP

asserting there would never be a woman prime minister "in my lifetime". Instead the party specialises in the "political wife" syndrome of a strong woman behind her man, such as Lady Howe and Anne Hinchey.

The chances of more Tory women in the next Parliament look no better. So far 29 out of 173 candidates selected are women but only three are standing in Conservative-held seats: Judith Chaplin, John Major's former political adviser, who has been picked for Newbury; Angela Browning at Tiverton; and Angela Knight for Erewash. By comparison Labour and the Liberal Democrats op-



Chalker: "Long time before another No 10 woman"

erate a degree of positive discrimination to promote women.

The most senior woman minister, Mrs Chalker, recently predicted: "It will be a long time before we have another woman prime minister." Mrs Thatcher always insisted that women should only be promoted on their merits, although in recent years she demanded at least one woman's name on short lists for public appointments.

Margaret Bondfield made history as the first woman cabinet minister in Ramsay MacDonald's 1929 Labour government, but only two women besides Mrs

Thatcher have been included in Conservative cabinets since then, Florence Horsburgh as education minister between 1933-4 and Lady Young as leader of the Lords between 1981-3.

Last night the 300 Group said that although Mr Major said his cabinet was for all talents, he had forgotten the talents of women. The Equal Opportunities Commission described Mrs Thatcher as an important role model for women and hoped the appointment of an all-male cabinet did not mean women's issues dropping down the political agenda.

Leading article, page 15

## Qualified praise for listening leader

By ANTHEA GERRIE

IN SPITE of the furor over the absence of women in his cabinet, John Major has endeared himself to the National Alliance of Women's Organisations, which represents 185 women's groups with a total of five million members, without having committed himself to any feminist policies.

Jane Grant, director of the alliance, said that although Margaret Thatcher was the only political leader who refused to send a message of support when the alliance was formed last year, "John Major came down readily when we invited him, listened a lot, and promised to keep a dialogue going on the issues which concern us".

There are early signs that Mr Major could distinguish himself as a women's prime minister. As chancellor, he employed a female policy adviser, press officer and speechwriter and he pays frequent tribute to Jean Lucas, the Tory agent: "She encouraged me in politics when nobody else did."

Fran Bennett, director of the Child Poverty Action Group, praised Mr Major's "personal unequivocal support" for child benefit. Georgia Ashworth, director of Change, an international organisation for the betterment of women, was concerned that he failed to issue statements with every Budget explaining how it affected women.

Jeanne Gregory, of the National Campaign for Civil Liberties' new pay equity campaign, said: "He seemed to treat everything we said with the utmost seriousness."

## Top management jobs still seen as a male preserve

By PHILIP BASSETT, INDUSTRIAL EDITOR

IN A dining room at a West End hotel in London's Portman Square last night, John Major's cabinet was not seen as a hopeful indicator, but that is hardly surprising: at the annual dinner of the Women in Management group, the first cabinet since 1976 not to include a woman was not exactly viewed as helpful to women's prospects of moving into senior management jobs in industry and commerce.

Eleanor Macdonald, who founded WIM 21 years ago, thinks

the problems of companies accepting women in management roles, especially senior jobs, are still there, and a report this week from the National Economic Development Office and the Royal Institute of Public Administration found that while 27 per cent of all managers in Britain were women, the proportion of senior and middle management fell sharply to only 4 per cent, while women accounted for a mere 1 per cent of senior management.

Few business executives, including women, could name many if any female chief executives much beyond Anita Roddick at the Body

Shop, and there are only 21 female directors in the country's leading 200 companies. A CBI survey found only four women as main board executive directors, but 795 men.

"But it's definitely loosening," said Lorraine Trainer, head of human resources at the Stock Exchange. "There are some excellent women. They have to be committed. They have to be hardworking. Very often they have to be better than their male colleagues to succeed."

Mary Baker, a non-executive director at Barclays Bank, the Prudential and Thames TV, does

not accept the notion of the "glass ceiling" — the idea that the top positions in companies are clearly visible to women, but they cannot break through to reach them. "Male managers now have a totally different approach to working with or for women colleagues," she said.

Patricia Mann, vice-president international at J Walter Thompson, the advertising agency says age is a factor and believes there will be many more female senior managers in the future as the younger women managers, and those at more junior levels, work up a organisations.

However, the glass ceiling effect still operates, and may be one reason why a number of women are starting their own companies rather than breaking the often male-dominated barriers to women in existing companies. Mary Baker points out that 25 per cent of all new companies are run by women, but WIM believes that demographic change, with an increasing proportion of the workforce being female, will see more women in senior posts, and that companies such as BP, Midland Bank and British Telecom, have taken steps to improve the numbers and standing of women.

## MacDonald set precedent

RAMSAY MacDonald was the first prime minister to appoint a woman to the cabinet when he made Margaret Bondfield the minister for Labour in 1929 (Sheila Gunn writes).

Until Margaret Thatcher entered the Heath government in 1970, Labour administrations bettered the Tories in promoting women. Women cabinet ministers to date:

- Margaret Bondfield (Lab) minister for labour 1929-31
- Ellen Wilkinson (Lab) minister for education 1945-47
- Florence Horsburgh (Con) minister of education 1953-54
- Barbara Castle (Lab) minister

of overseas development 1964-65; minister of transport 1965-68; employment secretary 1968-70; social services secretary 1974-77

- Judith Hart (Lab) paymaster general 1968-69
- Margaret Thatcher (Con) education secretary 1970-74; prime minister 1979-90
- Shirley Williams (Lab) prices and consumer protection secretary 1974-76; education secretary 1976-79
- Lady Young (Con) chancellor of the Duchy of Lancaster and Privy Seal and Lords leader 1982-83.

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# Kinnock gives firm support to possible attack on Saddam

By Philip Webster, Chief Political Correspondent

NEIL Kinnock gave firm support yesterday to the possible use of force to secure the Iraqi removal from Kuwait.

Ignoring the misgivings voiced by some of his backbenchers, the Labour leader said that the expected UN security council decision to authorise the use of force if President Saddam Hussein does not leave Kuwait by January 15 would add to the pressure on Iraq. Even President Saddam in his cocoon of tyranny must understand the implications of the resolution.

Mr Kinnock added: "If that and the accumulated weight of other UN action does not make him comply with international law, he knows that the consequences are likely to be lethal. It is necessarily so."

Not only because of the critically important need to secure Iraqi withdrawal from Kuwait but because the authority of the United Nations to be the instrument for international security is now at stake.

All the UN resolutions had to be supported, Mr Kinnock said. Senior cabinet ministers are said to be reassured by Mr Kinnock's attitude throughout the Gulf confrontation. He has left them with the strong impression that he would quickly stamp on any opposition from his own ranks if war breaks out.

His remarks came as Douglas Hurd said that there would be no change in government policy towards Iraq after the change of prime minister in London. At Heathrow before flying to New York for the United Nations security council meeting, the foreign secretary said: "The main message will go to Saddam Hussein from this meeting that the international community believes that unless he leaves Kuwait peacefully he must be forced out."

"He has a bit of time to reflect on that, but that will be the message."

Yesterday, speaking in London to the annual meeting of the North Atlantic Assembly, Mr Kinnock said that if the objectives of the United Nations were not achieved, the organisation would be condemned to return to the role of public mourner, spectator and charity worker to which it was so often confined by the rigidities of the years of the cold war.

"For 45 years the United Nations and its organisations have tried to heal and help. Its work in providing aid, fighting disease and ignorance, protecting the environment, helping refugees, promoting human rights has been and will always be valuable."

"But it has not been allowed

to achieve its full purpose and status as the means for arresting and deterring the aggression which is the cause of so much of the world's pain and poverty."

"Now it can be that means, in an age when the gap thankfully left by the ending of the certainty and structures of cold war must be filled by a force for co-operation and peace."

He said that all those who recoiled from the prospect of armed conflict in the Gulf were sensible, but must nevertheless take this reality about the future status of the UN into account. "If the writ of the UN does not run, hopefully by peaceful means, against Saddam Hussein's violations of another country, then aggression large and small will be able to act with impunity in the future."

If the purposes of the UN were achieved, it would have an increased burden of responsibility in seeking the resolution of other conflicts. It would have to live up to its achievement.

Gulf news, page 13



Chope: severe measures include heavy jail sentences

## Extended tests planned for drunken drivers

By Roger Wood, Parliamentary Editor

SEVERE measures against drunken and dangerous driving were confirmed yesterday with the publication of a bill that includes heavy prison sentences and provision for offenders to be compelled to take extended driving tests.

Christopher Chope, roads and traffic minister, said that the bill, which includes plans for traffic management in London, was a vital part of the government's determined effort to reduce road casualties by a third by the year 2000. At present, 15 people were killed and 170 injured on the roads each day, he said.

"It tackles the problem on a number of fronts. It seeks to ensure that bad driving and drink-driving are properly punished."

The Road Traffic bill, which was announced in the Queen's speech this month, creates a new offence carrying a maximum penalty of five years' imprisonment for drink-drivers who cause death. The present offence of reckless driving will be replaced by a new offence of dangerous driving which has fewer legal complexities.

Drivers who cause death after drinking will also be disqualified for at least a year

and compelled to retake a driving test at the end of the disqualification. The test will take about an hour - twice as long as the normal "L-driver" test, but will not necessarily be any more difficult.

Mr Chope said that the extended test period would allow examiners to assess attitude and establish whether a driver was aggressive.

In the case of less serious drink-driving offences, the bill includes provision for an experiment in rehabilitation. The emphasis will be on education rather than any medical treatment and probably involve 20 hours of counselling over a two-month period. Participation would be voluntary and the driver would have to pay for the course, although no price has been fixed. The "reward" for drivers taking part in the counselling will be a cut of a quarter in their disqualification period.

The bill, which Mr Chope hoped would be implemented late next year, also includes a new offence of "endangerment" aimed primarily at hooligans who throw missiles from motorway bridges. It a maximum sentence of seven years.

## Gummer 'will not bow to the US'

JOHN Gummer, the agriculture minister, told MPs yesterday that he will not bend to American pressure for huge cuts in farm subsidies.

"I am not in this House to meet the demands of the Americans", he said, but to "defend the interests of Britain and the EC".

During the recent Gatt negotiations, the general agreement on tariffs and trade, the Americans have sought cuts of 70 per cent, but Mr Gummer and his EC colleagues have offered reductions of 30 per cent over a period.

He told MPs yesterday that any reduction in support to farmers would have to be done "at a pace the farming industry can accommodate".

Dale Campbell-Savours, Labour MP for Workington, asked: "How does the minister intend to make sure a trade war does not break out after the conference that is due next week?"

Mr Gummer replied: "If you want to carry out Gatt talks on the basis that we give in to American farmers instead of defending our own interests, it is a good job that it is not your party which is standing up for Britain."



## Relic of Thirties is to go

The government contracts preference scheme, which dates from the Thirties and was devised to direct government work to the old depressed areas, is to be abandoned.

Edward Leigh, consumer affairs minister (below), announcing the change in the Commons, said that the scheme, now applying to development areas, had been little used in recent years.

He said that in the development of a more open framework of public sector procurement rules within the EC and in the broader approach to the single market, the government agreed with the commission and other EC states, that public sector procurement contracts should not be reserved for businesses in particular areas.



Edward Leigh

## 'Euro-flag' condemned

A European Commission plan for ships to sail under a European flag would "compound the mischief" of flags of convenience, a House of Lords committee report says today.

The Lords European Communities select committee in its report, *Community Shipping Measures*, sees the proposed Community ship register (Euros) as a new kind of flag of convenience, based on its financial attraction rather than on legal responsibility for enforcing standards.

## Search fails

The government's inter-departmental dispatch service is to be retained in the public sector because ministers cannot find an acceptable bid for the business, the environment department said in a Commons reply.

## Debate denied

A demand by Audrey Wise, Labour MP for Preston, for an emergency debate on threatened redundancies at British Aerospace was rejected by the Speaker.

## Major to see Tory MEPs

From Peter Mulligan in Rome

JOHN Major is to meet Tory members of the European parliament before setting out next month for the inter-governmental conferences that will shape the future of the European Community.

He has invited the 32 MEPs to see him on Tuesday, a request that is thought significant so soon after his taking office.

In Rome today, they will generally support a package calling for much increased powers for the European parliament, a single currency and a central bank.

Those are the conclusions of the four-day meeting in Rome, known as the Assizes, which for the first time brings together delegations of MEPs and MPs from all EC international parliaments. The British Tory MEPs were at pains yesterday to point out Mr Major's constructive approach to Europe. One said he had always been extremely good at consulting.

They also emphasised his role in Britain's entry into the exchange-rate mechanism and his promotion of the proposal for the "hard ecu" to which they have given support.

The final communiqué at the Assizes will lay down a marker for the inter-governmental conferences on economic and political union at which Mr Major's performance and policy stance will be closely watched.

During the leadership contest, he took a tough line against the imposition of a single currency. However, he also spoke against a "two-speed" Europe.

The British Tory MEPs are also expressing renewed optimism about joining the large Christian Democrat group in the parliament which, they feel, would give them more influence.

## Parliament next week

The main business in the House of Commons next week is expected to be: Monday: Community Charges (Substitute Setting) bill and Caravans (Standard Community Charge and Rating) bill, second readings. Tuesday: Debate on the EC budget for 1991. Wednesday: Debate on an Opposition motion on abolition of the poll tax. Thursday: Debate on developments in the EC. Friday: Debate on private member's motion on political developments since 1979. The main business in the Lords is expected to be:

Monday: Natural Heritage (Scotland) bill and Census (Confidentiality) bill, committee stages. Tuesday: New Roads and Street Works bill and Gaming (Amendment) bill, committee stages. Wednesday: Debates on a bill of rights, on land use, and on the route of the proposed road across Naseby battlefield. Thursday: New Roads and Street Works bill, committee, second day. Friday: Debate on private member's motion on political developments since 1979.

**Parliament today** Commons (9.30): Debate on people and their local government.

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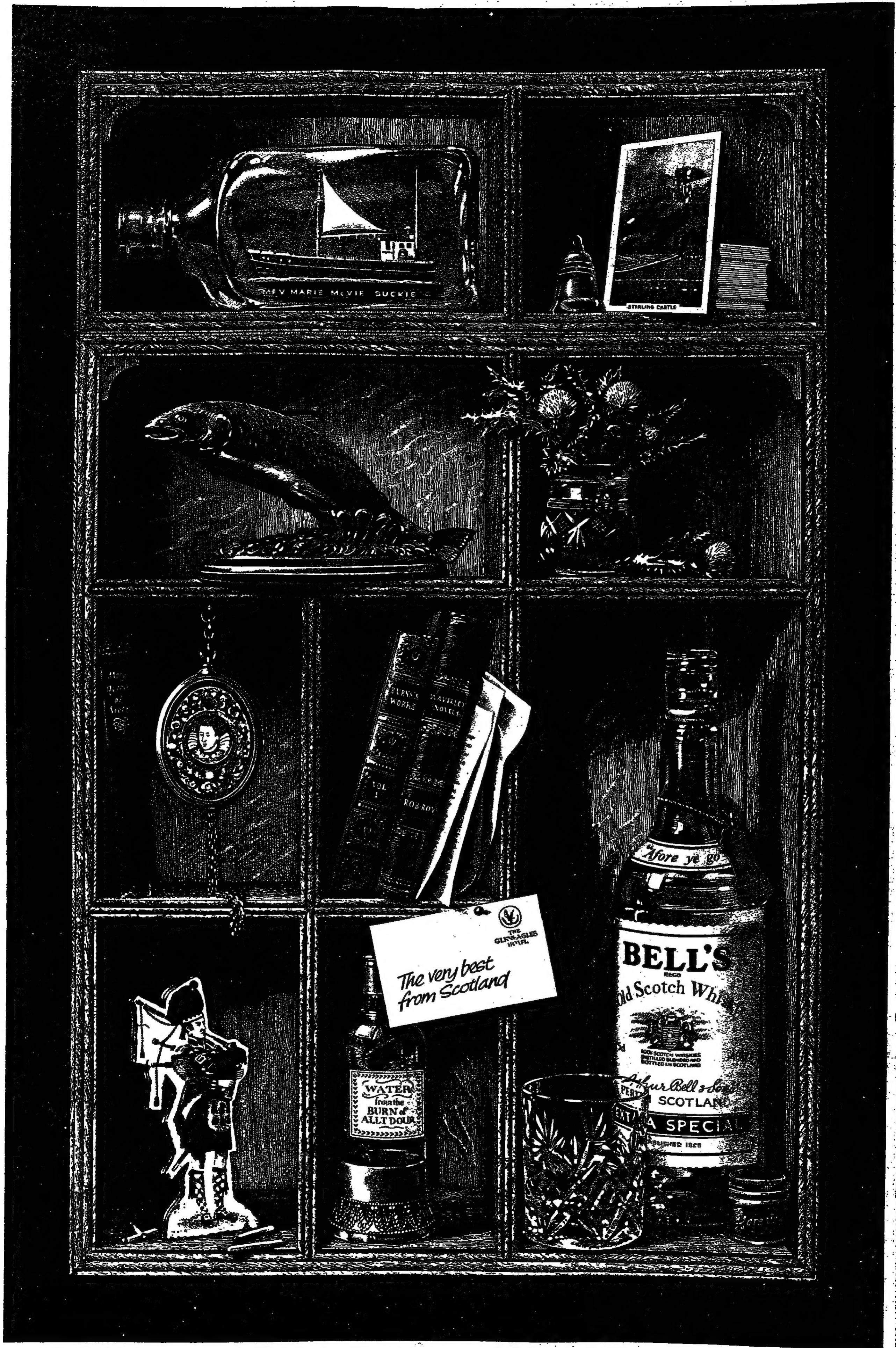
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# Less of household budget goes on food as living costs rise

By ROBIN YOUNG

THE average British household spent £224 a week last year. That was one-tenth more than in 1988, but the proportion spent on such basic items as food and clothing continued to fall.

Figures published by the Central Statistical Office today in the *Family Expenditure Survey for 1989* show that more was spent on motor and household goods. Housing costs last year, before the rise in mortgage rates, did not show the usual annual increase.

Less than one-fifth of all spending was on food. In 1953, the earliest year for which comparable figures are available, food claimed a full

third of family outgoings. Families now spend almost as much on travel as on eating.

Motor expenditure increased by one-tenth last year, taking it from just under one-eighth of all outgoings to 13.6 per cent. Fares and other travel spending were unchanged over the past three years at 2.4 per cent of total spending but, added to motor costs, bring the total spent on transport to 16 per cent, against 7 per cent in 1953.

Housing took 17.1 per cent of family outgoings last year, down from 17.5 per cent in 1988; unusual in a long-term trend that has taken the proportion spent on housing from 8.8 per cent in 1953 and 13.1 per cent in 1975.

Heating and light took 4.7 per cent of spending compared with 5.1 per cent in 1988. Housing, food, heating and light, clothing and footwear together accounted for half the household budget in 1989, against 60 per cent in 1953. The proportion spent on clothes and footwear fell to 6.8 per cent from 7.1 per cent in 1988 and 11.8 per cent in 1953, and that spent on household goods increased by one-sixth last year, up to 8.5 per cent in 1989 from 7.3 per cent in 1988.

The report is based on a diary of daily outgoings kept for two weeks in 7,410 households. It showed that the fifth

of households with the lowest incomes spent an average £50 a week per person, compared with a national average of £89 a week. The fifth with the highest incomes spent an average £128 per head.

Households whose head was in a professional occupation spent an average of £355 a week. Those headed by skilled manual workers averaged £247. In families where the wives worked, they contributed 27 per cent to the average income of £465. Where the wife did not work, the average income was £325 and the wife's contribution fell to 8 per cent from sources including social security benefits and pensions.

Spending differences between north and south were narrowing. For 1988 and 1989, average weekly expenditure was highest in the South-East at £251 and lowest in Yorkshire and Humberside at £189.

Spending on food accounted for the largest proportion of family outgoings in most regions but varied from 21 per cent in Northern Ireland and Wales to less than 18 per cent in the South-East. There was an average of 2.51 people per household in 1989, against nearly 3.2 in 1953.

*Family Expenditure Survey 1989* (Central Statistical Office, Stationery Office, £18)

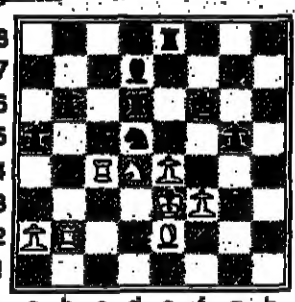
## Karpov fails to detect a winner

By RAYMOND KEENE  
CHESS CORRESPONDENT

ANATOLY Karpov, challenger in the World Chess Championship, missed a winning opportunity that had been spotted by a computer in the fifteenth game in Lyons on Wednesday night.

Gary Kasparov, the champion, playing black, seemed close to defeat in mid-game, and Boris Spassky, the former world champion, described his 22nd move, a break for freedom in a cramped position, as *hara-kiri*. Almost immediately, however, Karpov made moves that appeared to have nothing to do with the position. On the 26th move, he played an innocent-looking pawn to attack Kasparov's bishop, and the Mephisto computer pointed out a forced winning sequence that would either have won pieces or forced black to retreat into a hopelessly passive position. Two moves later, Karpov would surely have won the game by playing Bf1 instead of f3.

The draw was agreed on the 33rd move. The score is 7½ each in the match of 24 games.



The moves (Karpov white, Kasparov black).

	White	Black	White	Black
1	g4	h6	18	h5
2	g5	h7	19	h6
3	g6	h8	20	h7
4	g7	h9	21	h8
5	g8	h10	22	g7
6	g9	h11	23	g8
7	g10	h12	24	g9
8	g11	h13	25	g10
9	g12	h14	26	g11
10	g13	h15	27	g12
11	g14	h16	28	g13
12	g15	h17	29	g14
13	g16	h18	30	g15
14	g17	h19	31	g16
15	g18	h20	32	g17
16	g19	h21	33	g18
17	g20	h22	34	g19

## Bae threat to close is 'short-sighted'

Bae workers have responded angrily to the threat of job losses, according to Ronald Faux and Nicholas Watt

WORKERS at British Aerospace in Kingston upon Thames, southwest London, and Preston, Lancashire, reacted angrily yesterday to the threatened closure of their plants. Union officials accused the management of short-sightedness.

At lunchtime yesterday, workers at the Kingston plant's sports and social club had a sense of the unknown. One maintenance worker, who would not reveal his name for fear of jeopardising any redundancy payment, said that Bae's behaviour was disgusting and that the workforce had been duped into believing that the plant was in a strong position.

Burt Long, chairman of the joint shop stewards' committee at Kingston, said that Bae should have realised long ago the threat posed to its business with the ending of the Cold War. Instead of contracting work abroad to build parts for the civil European Airbus consortium, Bae should have moved the work to its military building plants in Britain.

Management at Kingston had snubbed unions by ignoring consultation procedures under which shop stewards should be told of cutbacks in the company, Mr Long said.

Unions at the plant, principally the Manufacturing and Aerospace Union and the Transport and General Workers' Union, learnt of the threat to the plant through the press.

He predicted "harsh words" with the management, and said that the possibility of industrial action had not been ruled out. It was no coincidence that the two plants threatened with closure were the ones that had been on strike most recently, he added.

Unions at Bae's plant in Preston estimated that more than 4,000 jobs would be lost. Companies throughout the northwest region supplying Bae were calculating the impact of closure on them, but many would not comment for fear of fuelling negative speculation.

Workers held out little hope that Preston would be able to shift its manufacturing skills, but Frank Coulton, divisional chairman of the technical staff's union, said: "Switching from military aircraft to washing machines just isn't on, but we have to look towards diversification towards areas such as satellite communication, advanced computer technology or adapting our knowledge of metals to other applications."



Last cause: the Prince expressed dismay that Waxham barn, above, was not protected by the local authority

## Prince attacks destruction of barns

By JOHN YOUNG

THE Prince of Wales warned yesterday that to destroy farm buildings and other features of the rural landscape because they no longer served an economic purpose would be a legacy to our descendants of ugliness and insensitivity.

Returning to his favourite subjects of architecture and conservation after his temporary absence from public life, Prince Charles said that the future of the countryside could not be entrusted to planning authorities, any more than it could be left to market forces.

He described the failure of a local authority in Norfolk to

protect a Grade One listed barn, and of English Heritage as the government's watchdog to intervene, as a total tragedy and a disgrace.

"I am still so very saddened by the fate of Waxham barn," he said. Speaking at a conference in London organised by the Historic Farm Buildings Group, in association with English Heritage and the Royal Institution of Chartered Surveyors, Prince Charles revealed that he frequently diverted journeys, went down lanes and travelled far off farm tracks in search of a good barn.

A simple limestone barn near his home in Gloucestershire, stranded in the middle

of arable fields, lifted his spirits whenever he saw it.

"Farm buildings, and barns in particular, speak to us of settled stability, and of a useful continuity which has often lasted for centuries. They possess a timelessness like few other buildings," he said.

He welcomed the government's initiative in limiting the rights of farmers to carry out development outside the confines of the planning acts. But he also called on planners to be more flexible and positive in allowing agricultural buildings to be used for alternative purposes.

Local authorities throughout England and Wales were

yesterday urged to adopt an "environment-led" approach to development and planning, and to make the "greening" of urban landscapes a top priority (Michael Hornsby writes).

The advice was contained in new guidelines for all 333 district councils issued by the Countryside Commission and the Nature Conservancy Council, the two main government agencies responsible for protecting wildlife and the landscape.

"We are telling local authorities that concern for the environment must underlie their approach to planning," Roger Clarke, the commission's policy director, said.

## Consumer plea for clearer language

By FRANCES GIBB  
LEGAL AFFAIRS  
CORRESPONDENT

GOBBLEDEGOOK in contracts with consumers should be made illegal, the National Consumers' Council recommends in a consultation paper today.

Consumers are often asked to sign a written contract when they buy a product or order a service, it says. In such cases, the law says that the consumer has agreed to the conditions. "But the fact is that most people do not read the terms of these contracts," the council says.

That is because the language is difficult to understand and they are difficult to read. The standard contract is designed to serve the interests of the traders, the council says. "That is not what a good contract is about."

Although progress has been made in persuading businesses to make contracts more accessible to customers, many businesses still see little reason to change obscure contracts drafted to protect their own interests, it says. The council outlines three options for legislation.

The first is a law giving courts the power to ignore any term in a pre-printed consumer contract if it cannot be understood without advice or the print is virtually illegible. The second option is for the law to stipulate the minimum size of print and legibility of such contracts. The third is for regulatory bodies, such as the Office of Fair Trading, to be given the power to insist that the firms or professions they control should use plain language.

Leading article, page 15

Introducing The Learning Curve. A home system including the latest version of the BBC computer used in 85% of schools.

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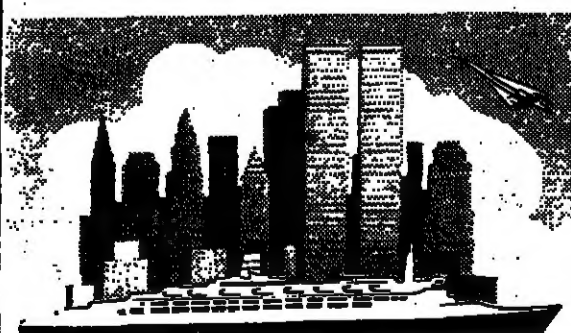
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## Earl wins £40,000 libel award

Libel damages of £40,000 were awarded to the sixth Earl of Strathmore in the High Court yesterday over a letter to *The Daily Telegraph* from the son-in-law of the fourth earl, accusing him of being a malicious liar. The jury decided that Anthony Gilbey was motivated by ill-will when he wrote the letter.

A stay of 28 days was ordered, pending possible appeal. The newspaper was listed as first defendant but an out-of-court settlement was reached before the jury was sworn.

## Catholic shot

Raymond Robinson, aged 39, a Roman Catholic father of four, was shot dead in north Belfast by a Loyalist gunman, yesterday. He was shot in the back twice as he prepared to open his double-glazing shop on Duncrain Gardens, which runs between the Protestant stronghold of Tiger Bay and the Catholic New Lodge. He is the 74th person to be killed in the troubles this year.

## BSkyB is sued

The merged British Sky Broadcasting yesterday received a writ from Philips, the electronics company, claiming more than £50 million damages for an alleged breach of written agreements. Philips, which made, supplied and marketed the BSB satellite receivers and antennas, is the first to seek compensation for loss of business and alleged breach of contract as a result of the merger.

From today, there's another great seat of learning in Britain.



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# IN AN IDEAL WORLD WE'D BE OUT OF A JOB.

In an ideal world people would not be starving. Children would not die of terrible diseases. Earth's forests and oceans would not be destroyed. Nations would live together in peace.

'Mankind' said John F. Kennedy, 'must put an end to war or war will put an end to mankind.'

Mankind has been trying to do this for a very long time.

In 1816 a Society for the Promotion of Permanent and Everlasting Peace was formed in England by people horrified by the Battle of Waterloo.

100 years later, in the same countryside, a million perished in the Battle of the Somme.

1843 saw the first Universal Peace Congress. 100 years later, universal war reigned.

The first women's peace group was formed not in 1979 but 1879.

And the first Nobel Peace Prize was awarded in 1901, since when about 100 million human beings have been killed in wars.

Wars that are getting more, not less, brutal.

In the First World War, 5% of the dead were civilians. In the Second World War, 50% were civilians. Today, in Lebanon, 90% of the dead are civilians.

In 1986, The International Year of Peace, the world spent over \$900 billion on military activities.

Find a way to end military spending and we might be able to bring the population explosion under control, halt the spread of deserts, stop air and ocean pollution, restore our environment, reduce unemployment and give every child on earth an education.

Could it really happen?

For the first time since the Second World War, there is real hope of ending the East-West arms race.

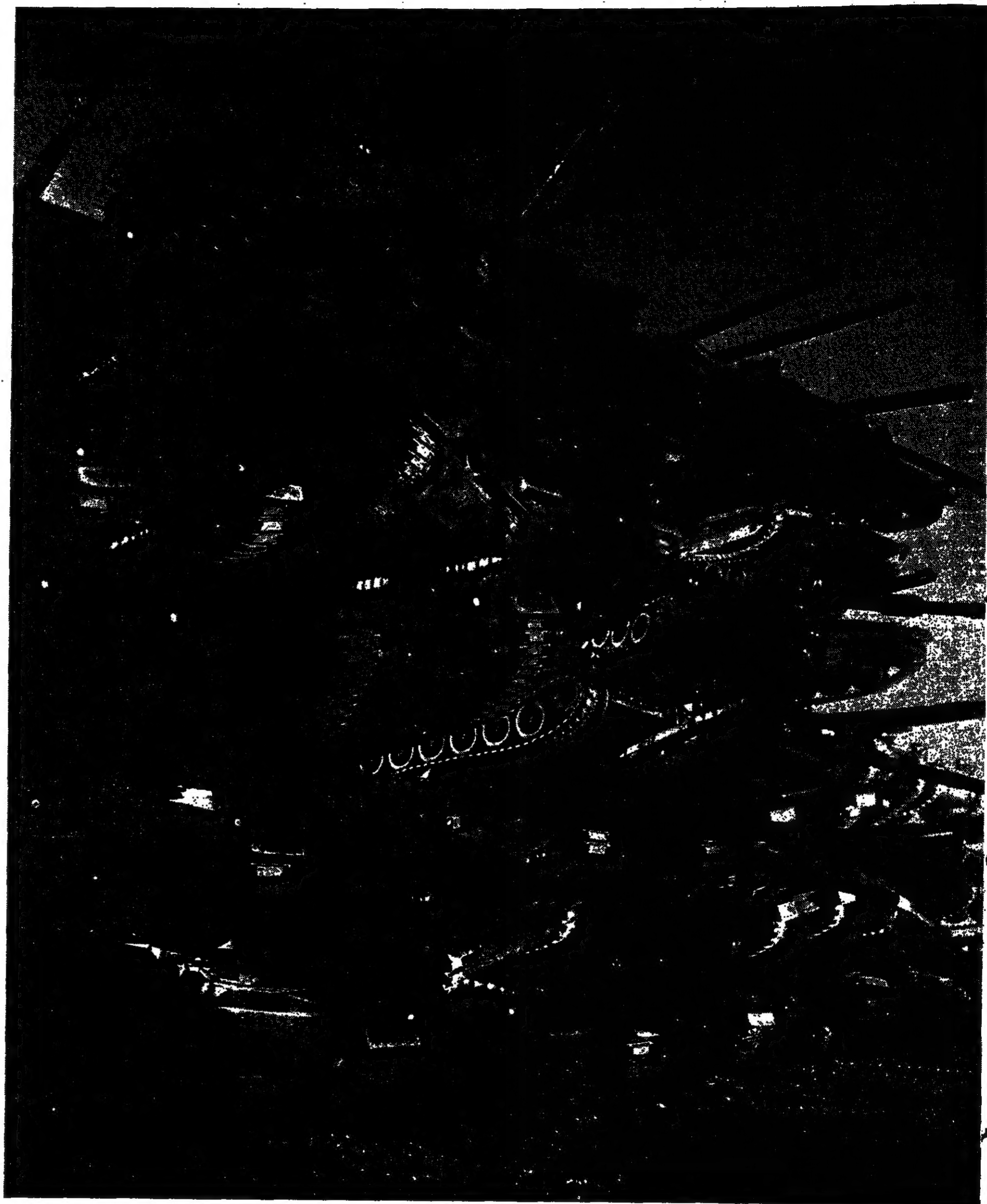
The Iron Curtain has gone. The situation in Eastern Europe albeit not yet stable, is encouraging.

But we must never forget that it was not weakness, but our strength and determination to defend ourselves, that helped to secure the peace in Europe for 45 years (the longest peace in European history).

A nation's professional soldiers are an insurance policy against unforeseen and unforeseeable events. Remember how quickly the Falklands situation developed?

While hoping and working for the best, we must prepare for the worst.

The current deployment to the Gulf



illustrates the need for Britain to have forces which can react swiftly to the unexpected.

For the *unforeseeable* future we need to retain a strong, well-trained, highly disciplined Army.

If you are considering joining the Army as an Officer, what sort of career can you expect?

First of all, although today's headlines may prompt you to apply to us, you must be farsighted enough to look beyond them.

We'd like you to be genuinely well-informed about issues of the moment, but not see yourself as a latter day Lawrence of Arabia.

We've always appreciated Officers

who can speak other languages besides the Queen's English. Arabic is at a premium right now. But please remember that your first tour of duty may be on the other side of the world.

Your Army career may last three years or thirty years. You may have to lead men into battle. Conversely you may never have to fire a shot.

The work you may be called upon to do could include a tour of duty in Belize or Northern Ireland.

On the other hand, within the last few years Army Officers have worked on hurricane relief in the Caribbean (and, since October 1987, in Britain), earthquake relief in Brazil, Nepal and Armenia.

Army Officers helped set up a satellite communications network to help Namibia conduct its first elections as an independent nation.

It's not an ideal world. Not yet. But let's keep trying to make it one.

Would you make a good Army Officer? The first step towards finding out is to phone 0345 300 111 at any time or return this coupon to Major John Gutteridge, Army Officer Entry, Freepost 4335, Dept. 0147, Bristol BS1 3YX.

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# Fate of dozen appeal cases may rest on police report

By CRAIG SETON

THE fate of over a dozen cases due before the Court of Appeal could rest on an unprecedented report prepared by the Police Complaints Authority on whether a pattern of malpractice has emerged from investigations into the West Midlands serious crimes squad.

The report will be raised in court today before the Lord Chief Justice, Lord Lane. It was ordered for the case of John Edwards, aged 26, who claims he was framed by officers from the disbanded West Midlands serious crimes squad.

Defence counsel will argue that if there is sufficient evidence of malpractice it should be taken into consideration in dealing with Edwards' appeal against a 14-

and were later jailed. Solicitors for another group of men who were imprisoned and were later refused leave to appeal are to ask Kenneth Baker, the new home secretary, to refer their cases back to the appeal court.

Concern has been expressed that the West Midlands investigation, begun 15 months ago by West Yorkshire police under the supervision of the Police Complaints Authority, has so far produced files on only six of 85 individual cases of complaint. The files have been passed by the authority to the Crown Prosecution Service, which will now consider whether any officers should face prosecution.

Solicitors for the convicted men say their attempts to take their clients' cases back to the Court of Appeal are being hampered because the authority has not, so far, passed on to them any findings of the West Yorkshire enquiry. The solicitors had believed that, at least, when each case reached the Court of Appeal, a report from the West Yorkshire office investigating the case would be available to help to decide whether the conviction should be quashed. Edwards claims that four oral confessions he was said to have made to detectives were fabricated. Two occurred during car journeys with officers.

"Car-seat confessions" have occurred in other cases involving the serious crime squad. In February Hassan Khan, from Carmarthen, was freed by the Court of Appeal after serving more than two years of a 15-year sentence for armed robbery. He said a "confession" made by him on a car journey was fabricated. Three judges decided his conviction was unsafe and unsatisfactory. The case of George Hinds, from Oldham, Manchester, who is awaiting leave to appeal against his conviction for theft offences, also involves a car-seat confession.

Edwards, Khan and Hinds have all been represented by Glaisyers, Birmingham solicitors, who detected similarities in their confessions. A car-journey confession is also said to have occurred in the case of Leslie Horobin and Kevin Wilcox, convicted by Birmingham Crown Court in 1986 of an armed robbery in Birmingham six years earlier. Both are serving a 14-year sentence and were refused leave to appeal in 1988, before the West Yorkshire investigation into the squad began.

Stephen Jones, another Birmingham solicitor representing convicted men who have made complaints said none of them "can get a fair crack of the whip until we know what the Police Complaints Authority knows".



Lord Lane: report to be raised today



Khan: freed on appeal after two years

year sentence for armed robbery. His case was adjourned three weeks ago when the court decided to ask the complaints authority to gather information that may or may not suggest that alleged misconduct by detectives in Edwards' case had occurred as a pattern in other cases. Edwards claims that unsigned confessions said to have been made by him were fabricated by detectives. If the Court of Appeal agrees today that it can consider other evidence which may or may not suggest a pattern of suspect behaviour, it would have significant consequences in other forthcoming appeals. Fifteen more appeals are pending involving men who were interrogated by the squad



Tunnel drill: workers using pneumatic drills to construct a liaison gallery. British and French workers are expected to meet tomorrow

## Tunnel planners say safety was priority

BRITISH and French construction workers will shake hands 100ft below the seabed tomorrow and the arguments over whether the Channel tunnel project is feasible will be laid to rest. However, public attention will then shift to the question of passenger safety.

The design and installation of the Channel tunnel's safety system has not been without its critics. David Matthews, the health and safety officer of the fire brigades union, has warned that the tunnel is destined to become the "world's biggest crematorium". Responding to that particular allegation, Peter Dyke, Eurotunnel's operations director and the man responsible for overseeing tunnel safety, demanded to be shown the evidence for the allegation.

He said that unlike virtually all other forms of transport, the tunnel's safety system had been designed in the light of the lessons learned by airports, ferries, and trains through terrorist attacks, fires, and collisions. As a result, "safety and security have been built in at the start, not

Michael Dynes reports on Eurotunnel's answer to critics who say that the Channel tunnel poses threats to travellers' safety

bolted on at the end," he added. The tunnels themselves are believed to be impervious to all assaults from above, and because they have been built from fire-resistant materials Mr Dyke is confident there is nothing down there that can burn or give off toxic fumes. Fire hydrants will be installed at 75 yard intervals.

The decision to build two separate running tunnels is a safety feature in itself and minimises the risk of a head-on collision, although trains will be able to transfer between tunnels at the two crossover points and the risk will not be eliminated entirely. However, the installation of automatic train protection, to supervise train driver actions, should

reduce the risk further. Last December the Anglo-French inter-governmental commission set up to vet safety procedures approved Eurotunnel's plans to allow shuttle train passengers to stay in their cars, although critics said that separating train passengers from cars was the only logical way of reducing the risk of car fires during the tunnel journey. Eurotunnel objected to separation, because it would add 15 minutes to shuttle train turnaround times at terminals and impair the frequency and reliability of the service.

After the tunnel opens in June 1993, car passengers will drive into the shuttle train compartments, each capable of holding four or five cars, and the compartment will be sealed with fire resistant doors before departure. Smoking will be prohibited, and electronic alarms for detecting heat, smoke, and flames, along with close circuit television cameras located throughout the train.

If fire breaks out in one compartment, passengers will be evacuated into adjoining compartments, and

the six train attendants will be responsible for putting out the fire, using fire hydrants for small fires, foam jets for vehicle fuel fires, and halon gas for smothering larger fires. As a last resort, each compartment will be able to resist a fire long enough for a train to reach the next terminal.

Should any train become stranded in the tunnel because of fire, explosion, or mechanical failure, passengers can be evacuated along the tunnel walkways into the service tunnel, before being collected by train in the adjacent running tunnel. Although there will be up to 20,000 people using the tunnel at any one time, the entire facility can be evacuated in 90 minutes. Carriages of liquid petroleum gas, nuclear waste, or corrosive materials will be banned from the tunnel.

Services will not begin until the commission gives the project's safety regime the green light, but when that happens, Mr Dyke says, "passengers will be using one of the safest transport systems ever constructed."

## Three die after love triangle is revealed

A woman, her husband and her lover were stabbed to death two weeks after their love triangle became public. It emerged yesterday. Police arrived at Raymond Davenport's home in Nelson, Lancashire, late on Wednesday to find him and William Nutter, his work chief, dead.

Mr Davenport's wife Jacqueline, who worked in the same department as her husband and lover, died after raising the alarm. Tony Metcalfe, managing director of Castle Foam Products, where they worked, said Mr Nutter disclosed his affair with Mrs Davenport two weeks ago.

## Firm fined for poisoning river

A waste disposal company which killed 7,000 fish when workers dumped thousands of gallons of toxic waste into a river was ordered to pay more than £70,000 at Cardiff Crown Court yesterday. Clean-A-Drain of Maidstone, Kent, should have transported the waste from a factory site near Merthyr Tydfil, Mid Glamorgan, to a disposal plant. Instead it discharged 3,000 gallons of waste from its tanker down the surface drain which flowed directly into the Taff. The company was fined £30,000, ordered to pay £28,367 costs and £12,733 compensation.

## £1m for scanner

An anonymous former patient has donated £1 million to the Midland Centre for Neurosurgery at Smethwick.

## Car orders fall

About 2,000 Peugeot Talbot car workers at Coventry have been told not to report for work for three days after the new year shutdown because of falling orders.

## Drug expulsions

Three girls and two boys have been expelled from West Buckland public school in Devon for smoking cannabis.

## Lennon bill

Liverpool poll tax payers will have to foot the £392,000 bill for the loss-making John Lennon memorial charity concert in May.

## Shooting inquest

An inquest into the death of Kenneth Baker of Kenilworth, north-west London, shot when police tried to stop an attempted robbery in Surrey, was opened and adjourned at Chertsey.

## Labour wants private school facilities shared

By DAVID TYTLER, EDUCATION EDITOR

INDEPENDENT schools will have to open up their facilities to children in state schools if they are to survive under a Labour government, Jack Straw, the party's education spokesman, said yesterday.

He said that fee-paying schools are "going to exist long into the future", but would have to prove deserving of their charitable status. He told the annual meeting of the Girls' Schools Association in Stratford-upon-Avon that a Labour government would introduce a law controlling charitable status, to ensure it was given only to schools that helped the whole community.

"It seems to us that all charities should make visible the benefit they bring to the community," Mr Straw said.

"In the case of private schools, that should include a greater willingness by schools, for example, to make available for use by other children some of their facilities." It would be up to each school to make its own case to justify the continuation of charitable status. State schools and local authorities should also open their facilities and services to independent pupils in a new spirit of co-existence and co-operation, he said.

Under a Labour government, all schools would be treated equally, he said, and be subject to the same controls and checks through the party's proposed education standards council. All would be required to follow the national curriculum.

## Disparity in funding widens

WIDE differences are revealed today in the funding of schools and colleges by local authorities (John O'Leary writes). Some authorities are spending more than 70 per cent of their recurrent budgets on education.

The statistics, produced by the Chartered Institute of Public Finance and Accountancy, confirm the claims of

successive education secretaries that the varying amounts held back by authorities for central services are distorting school budgets. The result is that schools in some parts of the country are receiving almost twice as much per pupil as others in similar authorities.

In Wiltshire, for example, schools are given £810 for

each pupil aged 11, compared with £1,400 in Lincolnshire. The average for the English counties is £1,112. The differences continue throughout the age range. Two further education colleges in Haringey, north London, are shown to cost twice the capital's average per student and three times as much as some colleges elsewhere in the country.

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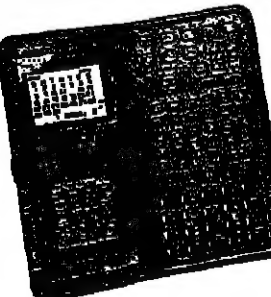
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## Big German response to aid plea for Soviet Union

From Ian Murray in Bonn

A GALAXY of talent has touched the hearts of Germans with a television appeal that has raised at least £1.7 million for the Soviet Union, which faces a winter of hardship and possible starvation.

Led by Helmut Kohl, the chancellor, personalities from all walks of life took part in the 45-minute appeal launching what the German Red Cross described as the largest mercy mission of all time.

The programme was meant to make Germans feel both guilt and gratitude towards the Soviet Union. A mournful Russian bass provided background music to shots showing the population of Leningrad starving during the siege by the German army in the winter of 1941. About 600,000 died then, and recent pictures of Moscow suggested that conditions are fast deteriorating to resemble those in the war.

The message, underlined by the chancellor, was that this was a mission of human kindness and good neighbourliness which none should ignore.

An Ilushin 76 in Aeroflot livery left Hanover for Moscow yesterday with 37 tonnes of food — the first consignment of a massive airlift.

The Soviet Union is not alone in needing help. On Wednesday Petre Roman, the Romanian prime minister, was promised that a high level group of experts would visit his country at the end of January to advise on how to

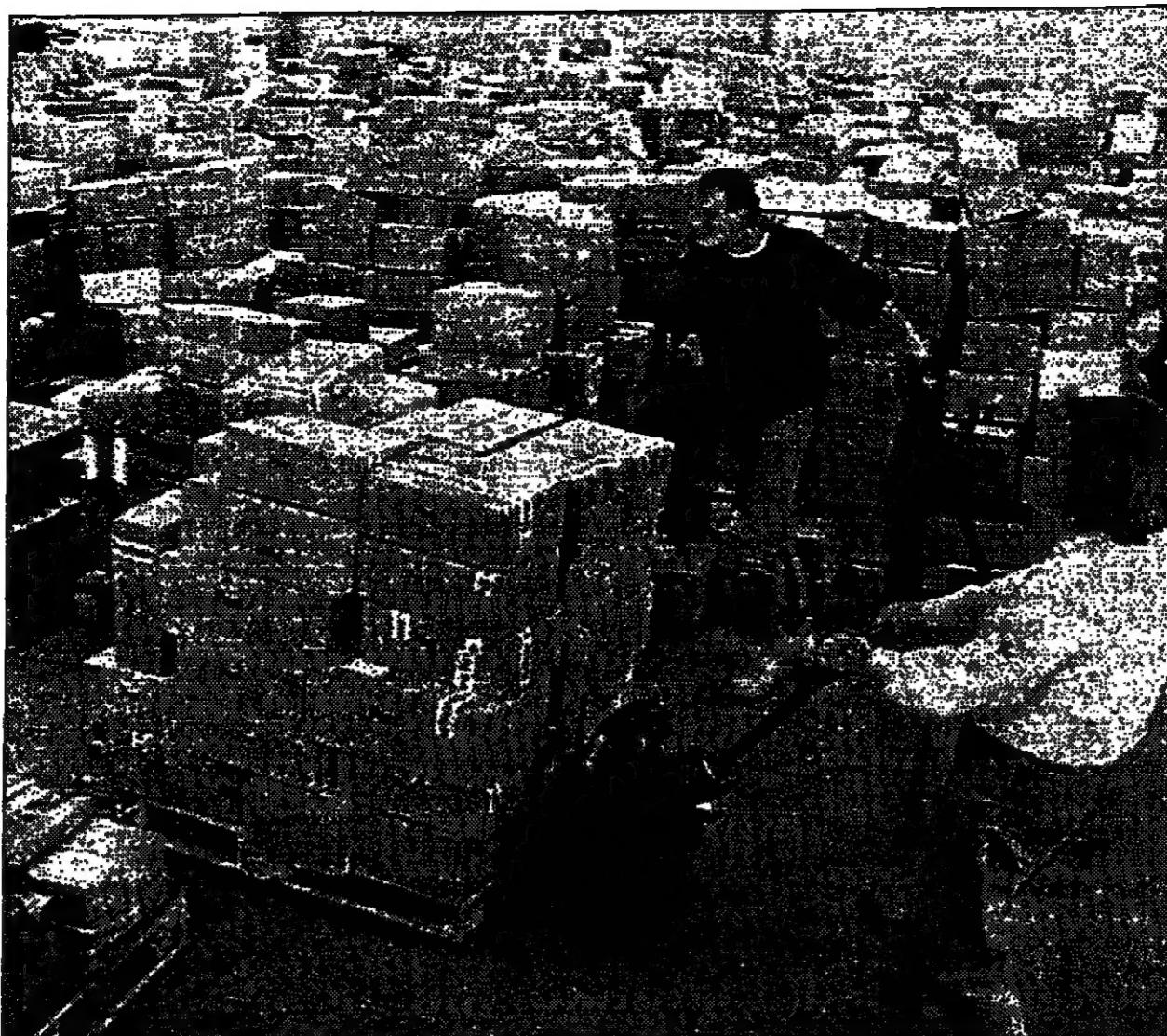
rebuild the economy. Marian Calta, the Czechoslovakian prime minister, arrived yesterday with a similar request and was promised help would soon be on the way.

Poland and Hungary are also expecting handouts from Germany to help them through the winter, and the church charity Bread for the World yesterday launched an appeal in Stuttgart, pleading for the amount of money American cigarette advertisers spend in a year or Soviet citizens spend on vodka each month to save Third World children from dying.

The German priority, however, is to help the Soviet Union. The government wants to repay the Soviet leader for making unification possible. It also wants to do all it can to prevent a mass exodus of starving refugees flooding west, especially as figures this week showed that 60 per cent of all migrants arriving in western Europe now want to settle in Germany.

Bonn agreed yesterday that emergency stores kept in West Berlin in case there was another Soviet blockade of the city could be sent to Russia. Another 28,000 tonnes of army emergency rations and medical supplies are to be donated, and large stocks assembled for the former East German people's army are also to be sent to Moscow.

Leading article, page 15



To Russia with love: Red Cross workers in Bonn preparing aid supplies for the Soviet Union yesterday

## Prague braced for flood of refugees

From Peter Green in Prague

CZECHOSLOVAKIA will be taking stronger measures to protect itself against an expected flood of refugees fleeing economic collapse, famine, civil unrest and ethnic strife in the disintegrating Soviet Union, but the country is woefully unprepared for the flood, Czechoslovakia's newly-appointed commis-

sioner of refugees says. Millions of refugees could flee the Soviet Union when it carries through a plan to abolish exit visas and distribute passports freely next year.

Czechoslovakians say there is a potential for 2 million Soviet citizens in the border regions to flood through their country. The commissioner,

Viktor Parkan, said that the refugees currently in Czechoslovakia had filled the country's four refugee camps. He said a fifth camp would be ready by next month. By next year Czechoslovakia could take about 3,000 refugees.

"We haven't got any money for this," Mr Parkan said. "We have problems taking care of

Czechoslovak citizens, if Soviets come here and we don't stop them it could cause serious strife. People will fight for food."

Czechoslovakia has been in urgent consultation with western European countries to provide food and medical supplies for the potential refugees, but so far no concrete aid offers have come. "Up to now Europe listens. But the question is if they feel it is in their own interest," Mr Parkan said.

Czechoslovakia has been co-ordinating plans with its neighbours Hungary and Poland, which both have their own borders with the Soviet Union, to take unified measures to check the potential flood. A senior interior ministry official, Martin Fendrych, said patrols and defences would be strengthened along Czechoslovakia's 50-mile eastern border with the Soviet Union, and measures would be taken to ensure that those crossing into Czechoslovakia from the Soviet Union would be returning home.

"Very likely, screening measures will be taken at the frontier to find whether those asking for asylum will meet the requirements for refugee status, and to see if they have enough money to stay here, or go back home," he said.

President Havel has said the eastern European countries could not face such a flood of refugees alone. "It is an international problem, not one that concerns only the countries along the Soviet border."

## Bulgaria poised for fall of premier

From Tim Judah in Sofia

THERE was a carnival atmosphere in central Sofia yesterday afternoon as tens of thousands of anti-government demonstrators thronged the streets in expectation of the imminent downfall of the socialist prime minister, Andrei Lukanov.

After a morning meeting of representatives of all the country's main political forces, including Mr Lukanov, a statement by President Zhelev was broadcast. It said that the meeting had taken place in a "constructive atmosphere" and that the participants had "reached an agreement about the way out of the political crisis". It went on to say that a further announcement would follow. This was generally interpreted as meaning the resignation of the prime minister.

The statement delighted the crowd, which had been manning barricades and marching around the city for much of the day. Thousands of people wore light blue, the colour of the opposition, and every hour Radio Sofia played the Beatles song *Let It Be*, which has become the unofficial anthem of the Bulgarian protesters.

Since the start of a general strike on Monday both television and radio have lost any semblance of impartiality and have in effect become mouthpieces of the main opposition alliance, the Union of Democratic Forces.

Mr Lukanov has been under pressure to quit for two weeks. The pressure grew, however, when the Podkrepa trade union federation called a general strike on Monday. Yesterday Podkrepa members and sympathisers were joined by the far larger, and pro-socialist, Confederation of Independent Unions. They are protesting about falling living standards, chronic energy shortages and about the inability of the government to reach a compromise with the opposition which would enable essential political and economic reform to begin.

While it seemed clear yesterday afternoon that Mr Lukanov had lost all credibility and that his resignation was inevitable, it was still completely unclear what sort of government would succeed.

One senior opposition MP, Krassen Stanchev, said: "The Soviet ambassador visited President Zhelev and suggested that Dr Krastyu Petkov, the head of the Confederation of Independent Unions be made prime minister." When asked whether this was not resented as outright interference, Mr Stanchev said: "Of course, but the president does not have to listen to such suggestions."

Theoretically, the socialists have a majority of 210 seats in Sofia's 400-seat parliament. In fact, up to 20 socialists have been voting with the opposition recently.

## Pressure grows on Ershad to resign

Delhi — Thousands of troops and paramilitary forces patrolled towns and cities in Bangladesh to enforce an indefinite curfew imposed under a state of emergency declared by President Ershad (Christopher Thomas writes).

Opposition leaders, operating underground, issued calls for people to take to the streets to bring down the government. The vice-chancellor and most of the teaching staff of Dhaka University resigned in protest at the emergency in which all basic rights have been suspended and strict press censorship imposed. No newspapers are being produced because of a protest strike by journalists.

## Court stabbing

Vancouver — A father, fighting for custody of his mentally retarded son, stabbed his former wife and his son's lawyer in a courtroom. Police said the man, aged 64, pulled out a six-inch knife and stabbed the pair before being subdued by officials. (Reuters)

## Corsica attack

Ajaccio — The high court building was sprayed with bullets in a machine gun attack, but no one was injured. The attack came after a confrontation between students and riot police and was apparently aimed at the French flag on the building. (AP)

## Hanoi sackings

Hanoi — Vietnam, struggling to breathe life into an economy stifled by years of central planning, has laid off nearly half a million workers from state-run firms. The concerns, forced under new laws to pay their own way, have found it impossible to maintain their work forces. (Reuters)

## Pinochet call

Santiago — A group of army officers is calling on Chile's former military strongman General Augusto Pinochet to step down as commander-in-chief because of a corruption scandal, a Chilean MP disclosed. General Pinochet is not directly implicated in the complex scandal, which forced the retirement of four generals. (Reuters)

## City blackout

Montreal — An explosion at an underground electrical installation knocked out power in most of the city's business district on Tuesday and paralysed about half of its subway system. No one was injured in the explosion. The utility said it was investigating the cause of the blast. The subway system was shut down briefly and passengers were evacuated from trains. (Reuters)

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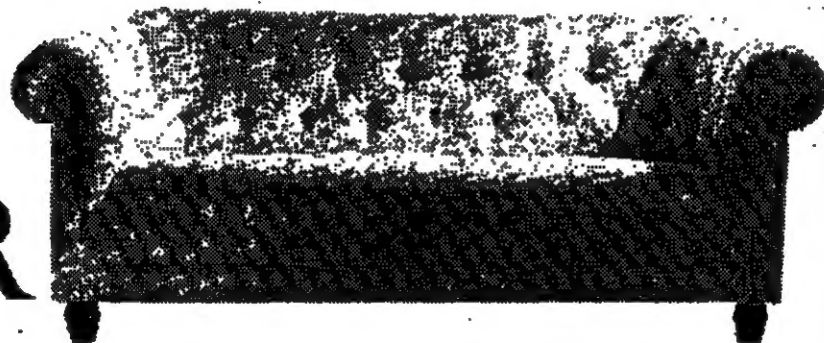
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## De Klerk considers plan for 'wise men' to help him govern

From GAVIN BELL IN JOHANNESBURG

THE South African government is considering proposals for an independent committee of "wise men" to supervise negotiations on a new constitution, and to exert considerable influence on the running of the country during the transition period.

The plan was submitted to President de Klerk yesterday by the liberal Democratic Party as a compromise between demands by the African National Congress for an interim government, and the ruling National Party's refusal to share power until the constitution is in place.

A spokesman said Mr de Klerk was considering the proposals. The Democrats suggested that the Chief Justice be appointed to oversee the negotiations, and together with the committee, offer advice on the government of the country until a settlement is reached.

The panel would comprise about 12 specialists in the constitutional, economic and social fields, and the cabinet would be "more or less" obliged to implement its recommendations.

process constitutional proposals, and recommend procedures for drafting and adoption, which might involve multi-party working groups dealing with specific issues.

Zach de Beer, the Democratic Party leader, said: "It is our view that the present government cannot simply go out of existence, and hand over sovereign power to an appointed group of people which is accountable to no one. On the other hand, all practical and sensible measures should be taken to ensure that during the transition period, government is conducted in accordance with the broad wishes of the people as a whole."

Dr de Beer also rejected ANC demands for a constituent assembly, which he described as a government-in-waiting. The constitution should be adopted by referendum, or a convention, or a combination of the two.

While refusing to relinquish power, the government has conceded that participants in the negotiations may have to have a say in running the country while its future is

determined. It has also indicated it is not totally averse to a neutral advisory committee.

Names being cited as possible members of such a panel include Frederik van Zyl Slabbert, a former liberal politician, and Oscar Dhlomo, a former secretary-general of the Inkatha movement, who recently established an independent institute for democracy. However, black leaders conferring in Cape Town yesterday were expected to reiterate demands for an interim government. The meeting was called by Archbishop Desmond Tutu to discuss a strategy for constitutional negotiations, and for ending racial violence.

A high-ranking ANC delegation was joined by leaders of the more radical Pan Africanist Congress, the Azanian People's Organisation, and six of the 10 tribal homelands. Mangosuthu Buthe, the leader of Inkatha and the ANC's main black political rival, declined an invitation, saying he preferred to concentrate on bilateral peace talks with the ANC due to resume next week.



Tibetans paying homage yesterday to their spiritual head, the Dalai Lama, outside a museum in Bombay. The exiled Tibetan leader was inaugurating an exhibition of rare Tibetan art in the city

## Nato gives little ground to pact

By ANDREW MCLEWEN, DIPLOMATIC EDITOR

A TOURIST straying from Parliament Square into the Queen Elizabeth Hall, where the North Atlantic assembly has been in session this week, could have gained the impression that the Warsaw Pact had taken over Nato. Among the grey heads and sombre

suited attendees, NATO's parliament seemed outnumbered by those speaking Russian, Polish, Czech, Hungarian or Bulgarian. A year after the collapse of the old East-West order, what was once a dusty talking shop has come alive.

But for all the goodwill and warm beer dispensed this week, no real meeting of minds has taken place. The meeting has been like attending a wake. The Warsaw Pact is not due to announce a date for its death until January, but the obituaries have

already appeared. The former Soviet satellites have been casting about for a new security relationship, but Nato has offered little, except its faith in its future. There has been talk of partnership, but it lacked conviction.

The difference in outlook was mirrored in the dress of senior generals. Vladimir Lobov, chief of staff of the Warsaw Pact, wore a grey suit with a red OCEP badge. John Galvin, Nato's Supreme Allied Commander Europe, appeared in full uniform.

The message given yesterday by Manfred Wörner, the secretary-general of Nato, was particularly bleak for pact delegates. He rejected the two most widely discussed security options and said that the alliance remained the only defence organisation able to ensure stability.

He implicitly attacked both West European federalists, who believe the European Community should create its own defence arm, and the Soviet Union, which wants the dissolution of both alliances and their replacement by a new pan-European body linked to the Conference on Security and Co-operation in Europe (CSCE).

Herr Wörner made it clear that he was not against an EC defence policy, but wanted it to be part of Nato. "It would be neither realistic nor sensible to develop a completely independent European defence capability. If the Europeans decide to go it alone, the North American democracies will receive the message that their contribution is neither necessary nor any longer wanted," he said.

General Vladimir Lobov, chief of staff of the Warsaw Pact, wants the two alliances to be replaced by an all-European peacekeeping force linked to the CSCE but based on methods developed by United Nations forces.

Herr Wörner supported security co-operation among CSCE countries but said it could not replace Nato. "The CSCE requires consensus, which is difficult to obtain while each of the 34 states has a veto, and the CSCE states do not yet share common values or social systems," he said.

## Europe to get a green label

From MICHAEL BINYON IN BRUSSELS

A EUROPEAN green label certifying that a product is environmentally friendly at all stages of its manufacture, use and disposal is to be launched soon throughout the Community, Carlo Ripa di Meana, the environment commissioner, announced yesterday.

The label is intended to standardise norms and pre-empt proposals for similar labels now under consideration in Britain, The Netherlands, France, Denmark and Portugal. Signor Ripa di Meana said things could become chaotic if every country operated a different system, and all countries supported an EC-wide standard.

The European green label, a daisy surrounded by 12 stars, will be awarded to products that satisfy an international jury of experts, representing industry, consumers, trade unions, ecologists and the media. They will draw up criteria for each product, insisting that it be evaluated from the cradle to the grave. They will look not only at its impact on the environment, but also the manufacturing process, the amount of energy used, the waste generated and whether the product can be safely scrapped.

At present only Germany has a similar "Blue Angel" label, introduced in 1978, which has been successful in raising consumer consciousness of environmental issues. This year it was awarded to 3,500 products. The European label will run side by side for five years, and if it proves successful is intended after that to replace the Blue Angel.

The first products to be evaluated and labelled include paint, varnish, detergent, washing powder and chemical products used in the building industry. Other products, even cars, will later be included, but not food and drink, which Signor Ripa di Meana said presented difficulties in establishing criteria.

The testing and evaluation will be left to the new European Environment Agency, which has been agreed in principle but still not established because of disagreement over where it should be. The decision has become bound up with the thorny question of whether the European Parliament should continue to meet in plenary session in Strasbourg, and which countries will get other new agencies still looking for a home.



Ripa di Meana: hopes for a standardised system

## Brazilian priests seek right to wed

From LOUISE BYRNE IN RIO DE JANEIRO

GOSSIP about Father José Antonio Samuel, a Catholic priest, and his live-in housekeeper had circulated in the southern Brazilian town of Araucária for months. But few parishioners could have guessed what would finally bring the irregular liaison to a head. One Sunday, Father Samuel, aged 38, and his companion, Wanderleia Correia, aged 23, visited a furniture shop and ordered a double bed.

In an effort not to feed local rumour, Father Samuel asked for the colonial-style bed to be delivered at night. But none of the shop's staff worked at night and the bed was delivered in broad daylight, much to the amazement of parishioners. As the scandal spread, Father Samuel was forced to resign his post and move out of the parish house with Miss Correia, the single mother of a boy aged four.

The case of Father Samuel, who is now being asked by his bishop to leave the priesthood, is one of thousands in Brazil which have heightened recent debate on the virtue of maintaining celibacy within the Catholic clergy.

A married priest, Father Aristides Pimentel, is a leading member of an association called Rumor that helps to meet the needs of nearly 6,000 Brazilian married clergy. He knows of one priest whose baby son was secretly born recently. "In this kind of case, the attitude of the local bishop

tends to be, 'If you can carry it off well and good, but if you decide to come out in the open, then you will be persecuted.'"

Father Pimentel believes both sides are being hypocritical. "It is hypocrisy on the part of the church and dishonest on the part of the priest. The woman is also far too accepting of her role as the secret lover."

The Brazilian Bishops' Conference has refused to discuss the subject officially, bowing to the Vatican's view that celibacy should be maintained. However, Brazilian Cardinal Aloisio Lorscheider recently disclosed that since 1986, Pope John Paul had approved the ordination of two married Brazilians. Father Ivo Schmitt, aged 70, was ordained in 1987 only after he proved that he could no longer have sex with his wife because of medical complications she suffered after a miscarriage.

Brazil's bishops are, however, in favour of allowing laymen who are married to become priests. The shortage of clergymen in Brazil is so severe that seven out of 10 Catholic services in Brazil are led by laymen. The laymen are allowed to conduct certain services, but are not allowed to say formal mass or hear confessions. Thirteen thousand active priests struggle to serve what is the world's largest Catholic population of 120 million.

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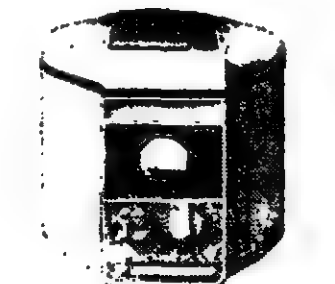
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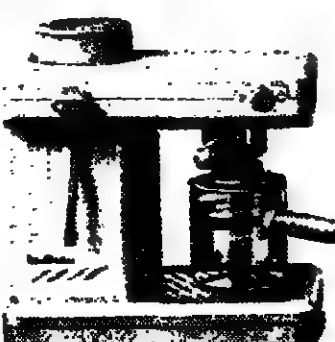


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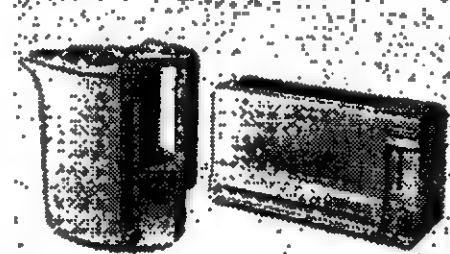
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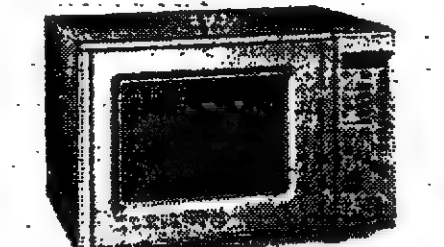
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# Bush pays the price for consorting with old enemies

FROM CHARLES BREMER  
IN NEW YORK

THE United Nations Security Council was last night making the final adjustments to a resolution implicitly authorising the use of force against Iraqi troops in Kuwait. It marked a signal victory for the diplomacy of President Bush and James Baker, his secretary of state, but at a price that has upset longstanding policies and enraged Israel.

Nothing illustrates the reshuffling of American priorities better than the collection of snapshots collected by Mr Baker and his chief as they went about the world over the past two weeks cajoling, bullying and enticing allies and adversaries to sign on to the UN resolution before the November 30 deadline imposed by the Americans.

There in Geneva was Mr Bush, grinning alongside President Assad of Syria, the man who only months ago

Washington cast as an international terrorist and villain. Mr Baker has bestowed his handshakes on a series of unlikely interlocutors, culminating in sessions in New York on Wednesday with Isidoro Maliniera and Qian Qichen, the foreign ministers of Cuba and China.

No such American-Chinese meeting had taken place for three decades. In exchange for his undertaking not to oppose the UN vote, Mr Qian was rewarded with an invitation to Washington for talks that will effectively break the isolation imposed on Peking by the Americans after the Tiananmen Square killings of June last year.

China, which continues to suppress dissent and this week announced it would prosecute leaders of the pro-democracy uprising, expects the Americans to welcome it back into the international fold, lift sanctions and

possibly accord it most-favoured nation status as a trading partner. The biggest diplomatic pay-off for the Arab world and its allies is Washington's informal agreement to a UN resolution criticising Israeli behaviour in the occupied territories.

According to senior diplomats, Mr Baker gave the commitment in return for agreement by Cuba and Yemen, both security council members, to drop attempts to force a vote on the Palestine issue before the Iraqi debate.

Washington has formally vetoed or abstained from all but one resolution aimed against Israel. Today or early next week, it is expected to allow the passage of a new measure which would appoint a United Nations ombudsman in the occupied territories and reaffirm that the Fourth Geneva Convention on the treatment of civilians in the territories applies to east Jerusalem as

well as the West Bank and Gaza. Israel, which annexed east Jerusalem in 1980, is expected to react angrily. Israeli sources in New York said the Americans were negotiating on a commitment to keep a new vote on the occupied territories off the agenda this month.

Israel is privately seething over the pragmatism that has led Mr Bush to realign America's approach to the region. In return for the commitment of its troops, Syria has won tacit American acceptance of its sway over Lebanon. Egypt has been forgiven \$7 billion (£3.5 billion) in debt and, after years of fighting to undercut Soviet influence in the region, the Americans have eagerly brought Moscow in as a player.

Washington has also been telling Arab leaders that it is keen to speed up work on an end to the long stalemate over the Palestinian question. The most remarkable feature of the American

drive to isolate President Saddam Hussein has been the emergence of Mr Baker and Edward Shevardnadze, the Soviet foreign minister.

In New York this week, Mr Shevardnadze has taken to denouncing Iraq in terms almost as strong as Mr Baker's. "Either we will build civilised relations between states, a new world order and new policy or we will live by the law of the jungle," Mr Shevardnadze said on Wednesday.

After complementing each other by appearing respectively fierce and sympathetic in the drive to win a resolution, Mr Baker and Mr Shevardnadze have just announced yet another session together, in Houston, Mr Baker's home town, early next month.

Tuesday's announcement of extensive Saudi Arabian aid to the Soviet Union, a country with which it had no

relations only months ago, was a direct product of the American campaign. President Gorbachev is clearly counting on further generosity from America and its allies for complying with their diplomatic drive.

The Jewish lobby and congressional critics say Washington's concessions are excessive, especially in view of Syria's apparent reluctance to use its troops against Iraq and repeated statements by President Mubarak of Egypt that none of his forces will ever engage Iraqi forces beyond Kuwait.

American officials explain that the need to maintain a united front against Iraq justifies the pragmatic approach to adversaries such as Mr Assad. But experts are warning that it could backfire politically for the president if public and congressional opposition to his Gulf policy continues to mount at home.

## Clamour in Congress against war grows louder

FROM OUR OWN CORRESPONDENT IN WASHINGTON

ANXIOUS to build broad political support for war against Iraq and send another signal to Baghdad, President Bush is considering the high-risk strategy of recalling Congress to seek its approval for possible military action.

The White House believes it could push such a resolution through on the back of last night's expected UN authorisation for the use of force. But while the administration has been busy rallying international support, domestic backing for military action has been rapidly eroding.

Democratic leaders, backed by two former chairmen of the joint chiefs of staff, have this week begun openly opposing Washington's preparations for war early next year, fearing a compromise that the UN trade embargo could well work and must be given more time.

Where Congress to rule out the use of force, at least in the near future, it would leave US policy in a shambles. By mid-January there will be at least 400,000 US troops in the Gulf, and there is general agreement that a force of that size could not be sustained beyond the spring. Mr Bush would be faced with the choice of defying Congress and fighting a war with the nation split, or withdrawing some of those troops, thereby handing President Saddam Hussein of Iraq a moral victory and undermining the confidence of the multinational coalition.

Vice-President Dan Quayle yesterday tried to counter the congressional clamour for sanctions to be given time to work with a speech pointing out the costs of excessive patience: the continued destruction of Kuwait, a greater number of eventual US casualties because Iraq would be better prepared and

the possibility of Iraq acquiring nuclear weapons.

Les Aspin, the chairman of the House armed services committee, warned that an open-ended resolution approving the use of force "just wouldn't sell" on Capitol Hill and the White House could end up with a watered-down resolution severely limiting its military options.

Mr Bush, who had earlier opposed a full congressional debate, will discuss a possible recall with congressional leaders at the White House today. Advisers have been telling him it would be hard for Congress to withhold approval already given by the world community.

Successive senior Democrats led by Richard Gephardt, the House Majority Leader, this week declared their opposition to the early use of force. Their case has been strengthened by a series of Senate armed services committee hearings into what Sam Nunn, the chairman, called the "fundamental shift" in strategy from defending Saudi Arabia to liberating Kuwait signalled by the near doubling of US military strength in the Gulf. That new deployment has badly undermined bipartisan support.

James Schlesinger, a former defence secretary, William Crowe and David Jones, former chairmen of the joint chiefs of staff, all said sanctions would eventually work.

Henry Kissinger, the former Secretary of State, has been one of the committee's few dissenting witnesses. "By the time it became obvious that sanctions alone cannot succeed, a credible military option probably will no longer exist," he said.

Conor Cruise O'Brien, page 14



Mother courage: Ruth Monk, an army reservist from Kalispell, Montana, saying farewell to her baby aged three months before rejoining her 651st Quartermaster Company, which is almost certain to be sent to the Gulf

## Doubts grow in Middle America as call-up takes toll on townsfolk

FROM MARTIN FLETCHER IN CANDO, NORTH DAKOTA

AS THE first Arctic blasts whip across the North Dakota prairies, bending lines of skeletal trees planted to save the topsoil, a woman eight months pregnant and her three children huddle down for winter.

On their remote farm, six miles by road and gravel track from this tiny town of 1,400 people, Nancy Rader has brought in the sheep, filled the tanks with heating fuel, reloaded her trailer home and last week drove a two-tonne truck of grain to Cando to raise some cash. As she prepares for blizzards and temperatures well below freezing, her husband, Gary, is 12,000 miles away in the burning Saudi desert.

He is one of 120 members of Cando's National Guard, a water supply unit that was called up in late August. Farmers, students, a couple of teachers, firemen, ambulance-men, a high school football coach and a school janitor were among those whisked to Saudi Arabia, "the bread-winners, the viable people" as one town stalwart put it, men and women, the youngest 19

and the oldest 48. They had barely two weeks to settle their affairs, draw up wills and, in a couple of cases, get married, before they were off, leaving a stunned town behind. Mrs Rader will be the third wife to give birth since they went, and one of several left to run farms of several hundred acres.

Cando is an example, albeit extreme, of what has happened to hundreds of towns across America that have so far contributed more than 90,000 reservists to Operation Desert Shield. It is also a case study in why popular support for American intervention in the Gulf is eroding so steadily.

The townsfolk are as patriotic and conservative as any, but as war becomes more likely they are increasingly questioning why their husbands, sons and daughters have been snatched away to a dangerous and alien land when they are so badly needed here: the townsfolk do not believe that President Bush has given an adequate answer.

"We totally support what our men are doing. They have got to do their duty," Nancy Rader, a working mother of

three whose husband is the 132nd Quartermaster Company's administrator, said. "But we are now questioning the policies of our president and we're getting quite concerned at the direction it's going."

Fifty miles from the continent's geographic centre, Cando is truly Middle America, in fact as well as mind. It is 10 blocks by six of weather-boarded houses, overshadowed by two grain silos, bounded on one side by a railway used by one freight train a week and on the other by a highway with so little traffic that kids throw baseballs across it. The nearest city of any size is Winnipeg, four hours north in Canada.

Where Cando's houses stop, the prairie abruptly starts, rich but desolate farmland for as far as the eye can see. A single factory converting wheat to pasta is the only industry. Local farms have been devastated by successive years of severe drought and subsidy cuts. Many have gone bust.

Where there were once five car-dealerships, five farm machinery outlets and four grocery stores, Cando now has one of each. Main street shops stand empty, and last week a house was auctioned for just \$1,800 (£914).

Amid the decline, the National Guard has helped hold the town together. It built a swimming pool, a running track and baseball pitch but, more important, supplemented meagre incomes. For two weeks' summer training and one weekend in four, it paid its "weekend warriors" \$120 or more a month and helped students with tuition fees. With times hard, it sucked people in. But now the hand that fed Cando has been suddenly and unexpectedly grabbed.

Probably not one of the 120 reservists expected to see action, admits Bill Sailer, the local recruiter whose daughter, aged 19, was among those summoned back from college and dispatched. The unit was last mobilised during the Korean war. "It was like a kick in the stomach," said Nancy Rader.

At 7.30 am on September 12 the whole town, led by the high school band, turned out to cheer the unit off, and it has done its utmost to help the families left behind, but as the weeks pass, as the yellow ribbons on the lamp-posts fade, so the doubts are growing.

Arguments about the need to punish aggression in a faraway country cut little ice here, where there are more immediate problems. In Dee's Cafe on Main Street, old-timers talk of another Vietnam and agree that America is only there to protect cheap oil. The answer, they concur, is to convert surplus Mid-West grain into ethanol for cars. Bob Denison, editor of the *Cando Record-Herald* (circulation, 3,000), laughs drily at the irony of sending men to provide water in Saudi Arabia when "our economy is hanging on by its fingertips because we don't have water".

Late last week another 19 Cando reservists were mobilised, and then came the news that the 132nd was being moved close to the Kuwaiti border to support the front-line troops.

## Iraq has array of options to avoid conflict

FROM NICHOLAS BEESTON IN BAGHDAD

AS VETERANS of the six-day war and the Iranian revolution will tell you, a month and a half can be a long time in Middle East politics, and Iraq's unpredictable and stubborn leader is far from daunted as he faces the prospect of war unless he withdraws from Kuwait by mid-January.

The United Nations Security Council resolution calling on Iraq to pull out of its conquered neighbour by January 15 or face attack by American-led forces in Saudi Arabia should have been greeted with despair by the Iraqi government and relief by Western officials in Baghdad, but yesterday quite the reverse was true.

Western diplomats predicted that President Saddam Hussein would use an array of options before him to avoid conflict with the world's most powerful nation and could emerge from the stalemate relatively unscathed.

President Saddam's past history of brinkmanship suggests that Iraq will wait until the very last moment to play its hand and that it has at least three options before it.

The first and simplest choice, described as the "doomsday scenario" by some Western analysts, would be the total or partial withdrawal of Iraqi forces from Kuwait. Iraq calculates that the military alliance in Saudi Arabia would dissolve, sanctions would be lifted and Iraq could claim, with some support in the West, that Israel should make the same "land for peace" concessions in the occupied territories.

The second option, which it has pursued with some success until now, would be to attempt to stall the implementation of the United Nations resolution through the selective release of foreign hostages, diplomatic contacts with elder statesmen and friendly or neutral countries and a propaganda barrage aimed at undermining Western public support for a military campaign.

The final option would be to sit tight and take on the combined forces of the United States, Britain and other expedition armies in Saudi Arabia.

One military expert estimated that the Iraqi army was currently 80 per cent effective in spite of sanctions and that it had enough ammunition, supplies and spare parts to last a minimum of 90 combat days in the field.

Meanwhile, Iraq said yesterday that 15 Britons trapped in Baghdad would be allowed to go free as a result of Tony Benn's four-day mission to Iraq.

The figure was far lower than expected, given that about 1,200 Britons remain in Iraq and Kuwait, but Iraqi officials did suggest to the visiting Labour MP for Chesterfield that further releases could be expected in the near future.

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## Previous council resolutions

THE resolution authorising the use of force against Iraq which the United Nations Security Council was expected to adopt last night would be the 12th UN resolution against Iraq since it invaded Kuwait on August 2.

The following are summaries of the previous resolutions.

The 15-nation body has five permanent members with veto power - the United States, the Soviet Union, China, Britain and France.

1: August 2 - The council condemned Iraq's invasion of Kuwait and demanded Baghdad withdraw its forces. The vote for resolution 660 was 14-0 with Yemen not participating.

2: August 6 - The council imposed stringent sanctions on all trade with Iraq except for medicine, and, in humanitarian circumstances, food. The vote was 13-0. Cuba and Yemen abstained.

3: August 9 - The council declared Iraq's annexation of Kuwait null and void. The vote was unanimous.

4: August 18 - The council demanded Iraq allow foreign

nations to leave Iraq and Kuwait and rescind its order to close diplomatic missions in Kuwait. The vote was unanimous.

5: August 25 - The council permitted member states to use limited naval force in the Gulf to ensure compliance with economic sanctions by calling on them to use "measures commensurate to the specific circumstances" to halt shipping in order to inspect cargoes. The vote was 13-0. Cuba and Yemen abstained.

6: September 13 - The council approved shipment of food to Iraq and Kuwait in humanitarian circumstances if it was distributed through the UN and similar bodies. It reaffirmed medicine was not embargoed. The vote for resolution 666 was 13-2. Cuba and Yemen voted against.

7: September 16 - The council condemned unauthorised raids by Iraqi troops on French and other diplomatic missions in occupied Kuwait. The vote was unanimous.

8: September 24 - The council passed unanimously a procedural measure entrusting its sanctions committee with evaluating and reporting to

the full council recommendations on assistance to countries suffering economically from the trade embargo.

9: September 25 - The council prohibited all air traffic with Iraq and occupied Kuwait except in humanitarian circumstances and flights approved by a council sanctions committee. It also called on states to detain Iraqi-registered ships which enter their ports and which are being or have been used in violation of economic sanctions. The vote was 14-1. Cuba voted against.

10: October 29 - The council asked states to document evidence of financial loss and human rights violations resulting from the invasion. The resolution encourages the secretary-general to undertake peace efforts but leaves the door open for other unspecified actions if Iraq fails to withdraw. The vote was 13-0.

11: November 28 - The council asked the secretary-general to safeguard a smuggled copy of Kuwait's population register to foil attempts by Iraq to repopulate the emirate with Iraqis. The vote was unanimous.

Arguments about the need to punish aggression in a faraway country cut little ice here, where there are more immediate problems. In Dee's Cafe on Main Street, old-timers talk of another Vietnam and agree that America is only there to protect cheap oil. The answer, they concur, is to convert surplus Mid-West grain into ethanol for cars. Bob Denison, editor of the *Cando Record-Herald* (circulation, 3,000), laughs drily at the irony of sending men to provide water in Saudi Arabia when "our economy is hanging on by its fingertips because we don't have water".

Late last week another 19 Cando reservists were mobilised, and then came the news that the 132nd was being moved close to the Kuwaiti border to support the front-line troops.

As the winter blizzards loom, so does the prospect of war. The 132nd was mobilised for 180 days, but Cando's lingering hopes that the men will be back by the spring, in time to plough and sow, now seem as forlorn and empty as the surrounding prairies.

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## Gee up, you grey suits

Philip Howard

Political turbulence stirs up muddy language, as well as turbid behaviour. That is why for the past fortnight we have been haunted by stalking-horses and other exotic creatures who emerge from the tribal lexicon only when the war trumps sound. They are older and odder than they look, and confirm that the English are conservative in their political metaphors, and bloody in their imagery.

I guessed they were American. And there are indeed uses of stalking-horses very early in American politics, which go in for systematic single combat regularly, rather than unexpected single combat irregularly. President Andrew Johnson was described: "He must know that they would willingly use him as a wedge to split the Union party, as a stalking-horse to their own purposes, as a springboard to leap into power." The metaphors are confused, but the drift is clear. However, you do not need a stalking-horse to hunt buffalo, or other native American fauna. Buffalo are such dumb critters that a buffalo hunter could blast away all day at them from his stand, without making them stampede. It is possible that Indians may have clung on to the office of their ponies to shelter from the buffalo (well, I have seen the extras do it in Westerns), but that is not where the word comes from.

It goes back to the early days of firearms, and even archery, and the American colonists must have brought the stalking-horse across the Atlantic in their linguistic baggage. A stalking-horse was either a real or a dummy horse used as camouflage to let the hunter get within range of his quarry without alarming it. Sixteenth-century examples describe the deceitful beasts being used by archers against deer, but their most frequent employment was by wild-fowlers, in the days when primitive firearms had only a short range.

Here is a description from a treatise on birding published in 1621: "The stalking-horse is any old jade trained up for that use, which will gently walk up and down in the water, and then you shall shelter yourself and your piece behind his fore shoulder. Now, forasmuch as these stalking-horses are not ever in readiness, in this case he may take any pieces of old canvas, and having made it in the shape or proportion of a horse, let it be painted as near the colour of a horse as you can devise."

It was the playwrights, not the politicians, who turned the beast into a metaphor. At the end of *As You Like It*, that open-air, field-sporting play, the Duke says of Touchstone: "He uses his folly like a stalking-horse, and under the presentation of that he shoots his wit." Here is Webster in *The White Devil*: "You were made his engine, and his stalking-horse, to

undo my sister." And here is Congreve in *The Double Dealer*: "Do you think her fit for nothing but to be a stalking-horse to stand before you, while you take aim at my wife?"

Stalking-horses have been clichés for more than five centuries. Throwing one's hat into the ring was also turned into a catchphrase by American politics, which have one-to-one fights unlike general elections. The first use I can find is, appropriately, from that hearty fist-fighter and party-splitter, Teddy Roosevelt. He wanted to get the Republican presidential nomination again in 1912, but had not announced that he really wanted to run against his protégé, William Taft. A number of Republican governors signed a petition asking Roosevelt to make a run for the nomination on behalf of progressives in the party. With their letter in his pocket, Roosevelt could not resist answering a reporter's question about his candidacy one cold night in Cleveland: "My hat's in the ring. The fight is on, and I'm stripped to the buff." The newspapers picked up the phrase, and commented that hate, not hat, was in the ring. The metaphor has been developed since. Young Thomas Dewey was mocked for throwing his diaper (nappy) in the ring. And Shirley Temple Black, when she turned from goo-goo-eyed movies to politics, was said to have thrown her curis in the ring.

The metaphor comes from the bloody days of bar-knuckled pugilism. In the fairgrounds of England, subsequently exported to the Wild West. When a young buck decided to challenge all-comers or the professional to impress his girlfriend, he threw his hat into the ring. And that goes directly back six centuries and more to throwing down the gauntlet in the days of chivalry, like Ivanhoe and his chums.

Those men in grey suits are more recent arrivals in the word-box. They mean bureaucratic functionaries, faceless men, apaches with sinister power behind the scenes. They come from the jargon of advertising in the Eighties, where account executives who meet the clients dress up in suits, as opposed to the creative staff, who wear jeans and anything else that comes to hand. In advertising, a "suit" is used neutrally rather than pejoratively. There is also a strip cartoon called *The Suits* in *Private Eye*. Grey means conventional or conformist, with dismissive or pitying overtones, although until the Sixties most British males wore grey, or other subfusc colours, and many still do. The earliest citation of the men in grey suits that I have found comes from last year's John Le Carré novel *The Russia House*. Le Carré is caught launching on to new slang (eg. mole), but I do not suppose that this is the first reference. I am looking for it.

...and moreover

## ALAN COREN

I engage today's nugatory theme for no better reason than that life has a way of chugging up pleasing circularities, from which it follows that we should not turn a blind eye to the displeasing ones. They are there to stop us from getting cocky. They are there to remind us that what shapes our ends is not invariably divine.

I have been attempting to avoid lunch this week. Gent's tailoring being the time-consuming inconvenience it is, bespoke alterations to what lay beneath seemed a sensible alternative to standing around getting chalked and struggling to decipher what a man with a mouthful of pins thought about the Conservative leadership.

The only way to avoid lunch is to get out of the way; find something else to preoccupy body and mind. I managed well enough for the first three days — a game of tennis, a Watersons browse, an embedding of wall-flores — and on the fourth I set off, at noon, for the Nehru exhibition at the V&A. Now, when I go to the V&A, I always park outside the PLO, because quarters in Clareville Grove. The meter there is usually free, doubtless because parkers think it is the most dangerous place in London to leave a car. They have not given enough thought to the possibility that it might be the safest.

I arrived at 12.30, with a circumspect pocketful of 10p coins, and pulled in alongside a nice new parking meter. It was nice and new because, in the two months since I had last parked there, it had been converted to 20p coins, of which I proved to have an unexpectful. The policeman stationed outside the PLO had only one. I bought 15 minutes, and went into the Bar Escoba, next door. They did not give change for parking meters, they gave beer. A pint is hardly lunch.

My change contained one 20p.

But a ham sandwich is hardly lunch, either, especially if you just eat the ham; and you do get two 20p pieces in the change. After you have just eaten the ham, it occurs to you that a brisk walk to the V&A would almost certainly burn up a couple of itchy bits of bread.

"Nick of time" said the copper when I got back to the meter and put in the three coins to see off the risen penalty flag and give myself 45 new minutes. Not enough for a museumload of Indian exquisites.

"They've installed this computerised till," said the woman at Peter Dominic, next door to the Escoba. "It doesn't do No Sale."

It does Sale, though. Since I did not wish to walk round the V&A with a bottle of gin, I bought a packet of Philias Fogg tortilla chips, and got 15 minutes in change. Tortilla chips are hardly lunch. They're gone in a flash. So is a Mars Bar, which gets you a full half hour at the kiosk opposite Peter Dominic.

"You're not supposed to feed it," said the copper.

"I'm allowed two hours," I said. "I've still got 40 minutes to go."

I needed them. I needed that much time striding round the V&A to work off what was hardly lunch. I jogged back into Brompton Road, where there nowhere that didn't sell food? Yes. There was Hani Dajani. It sold pharmacy. It did not sell phood. I went in and scoured the shelves for something that gave quarters-of-an-hour out of a £1. I did not want to lug a lot of pharmacy round the V&A. It was then that I spotted the weighing machine. It cost 20p.

I put a quid on the counter and asked for change to weigh myself. They gave me a 50p and five 10ps. The machine did not take 20p coins, it took two tens.

Since I had demanded the change in order to weigh myself, face demanded that that was what I did. It was an electronic machine. It had buttons. You punched in your sex and height, and it gave you a print-out. The print-out read: "Your weight is 13 stones 2lb. The approximate ideal weight for a male of 5 feet 9 inches is 11 stones 9lb. Overweight? Ask the pharmacist for advice."

The pharmacist was Andrew. I knew this, because they called him up from the basement. When Andrew arrived, I asked his advice.

"Try eating less," said Andrew.

Robert Blake on the likely place posterity will grant Mrs Thatcher

## In the top half dozen of history?

Margaret Thatcher's place in history is assured: the first woman to be prime minister, the first since Palmerston to win three successive general elections, the longest continuous holder of the office since Lord Liverpool. Many years will pass before there can be a "verdict of history", but as with Winston Churchill, on whom she modelled herself, there are achievements at the end of the premiership that are beyond dispute.

Under her leadership Britain changed course. One has only to remember how awful were the closing days of the Labour regime of 1974-9 to appreciate the immense improvement she has wrought. But it was not a purely personal achievement. There was a wind of change blowing in favour of her aims, which were not so very different from those of Edward Heath in the Conservative manifesto of 1970. The difference was that he abandoned them for a half-baked corporatism, whereas she persisted with them.

She had the great asset of being an outsider who regarded White-

hall and the Establishment with profound suspicion. She was the fifteenth leader of her party but only the fourth outsider (the others were Disraeli, Bonar Law and Heath). She has been compared to Disraeli, the charismatic figure all Conservatives tend to regard as their model and ideal. In fact Mrs Thatcher is not in the least like Disraeli, except in her belief that Britain — above all England — comes first. Like Disraeli she is an English nationalist. But there the resemblance ends. She has been far closer in outlook and achievement to the man Disraeli ruined: Sir Robert Peel, the greatest statesman of the 19th century.

They faced similar problems. Peel in 1841 succeeded an incompetent, bumbling Whig government devoid of ideas or leadership, drifting aimlessly from one policy to another, or with no policy at all. It was just like the declining years of the Callaghan administration. Peel inherited a fiscal system encumbered by every sort of archaic complication: duties that cost more to collect than

they could ever yield, stifling restrictions on trade, oppressive taxation, and above all the incubus of the Corn Laws, which kept up the price of food and were as indefensible then as the common agricultural policy is today.

Peel, a genuine Conservative, wanted to change some things in order to conserve what really mattered. In his Tamworth Manifesto he declared in words Mrs Thatcher would echo: "I have never been the defender of abuses or the enemy of judicious reforms." Peel believed in an enterprise culture. He thought that if the barriers on trade were removed the increased wealth of the commercial and business classes would have a "trickle-down effect" and benefit all classes. The role of the state should be minimised. His free trade policies laid the foundations of the prosperity which made Britain the workshop of the world.

Mrs Thatcher has aimed at the same objective. How far she has succeeded in the long term, whether her revolution will be a "blip" or the start of real change,

remains to be seen. For the time being there is no doubt that, like Peel, she has changed the agenda of politics. After Peel's departure no one challenged free trade for 60 years. Disraeli himself observed: "Protection is not only dead but damned." The Labour party has been forced by Thatcherism to abandon every policy that could intelligibly be described as "socialist".

Peel broke up his party over the Corn Laws. Has Mrs Thatcher done the same over Europe? I doubt it. The Corn Law question was one of bread for the millions. Who really understands the exchange-rate mechanism and the single currency? She was ousted because she was believed to be a vote-loser, not because of arcane differences about the EC. But even those who ousted her to save their seats recognise her achievements.

Mrs Thatcher defied conventional wisdom over exchange controls and unemployment to fight inflation. She refused to have any truck with the unions, whose co-operation had been said to be essential for government. She took

great risks when she saw off General Galtieri and Arthur Scargill. She understood the significance of money in giving people greater freedom and reduced the top rate of income tax from 83 to 40 per cent. She believed that governments should govern far less but be far firmer in the areas in which they did govern.

She had a Churchillian attitude to foreign affairs and defence. She forged an invaluable link with President Reagan, and she was among the first to sense the changes occurring in the Soviet empire. It is appropriate that her last major act should be to sign the treaty which ended the cold war.

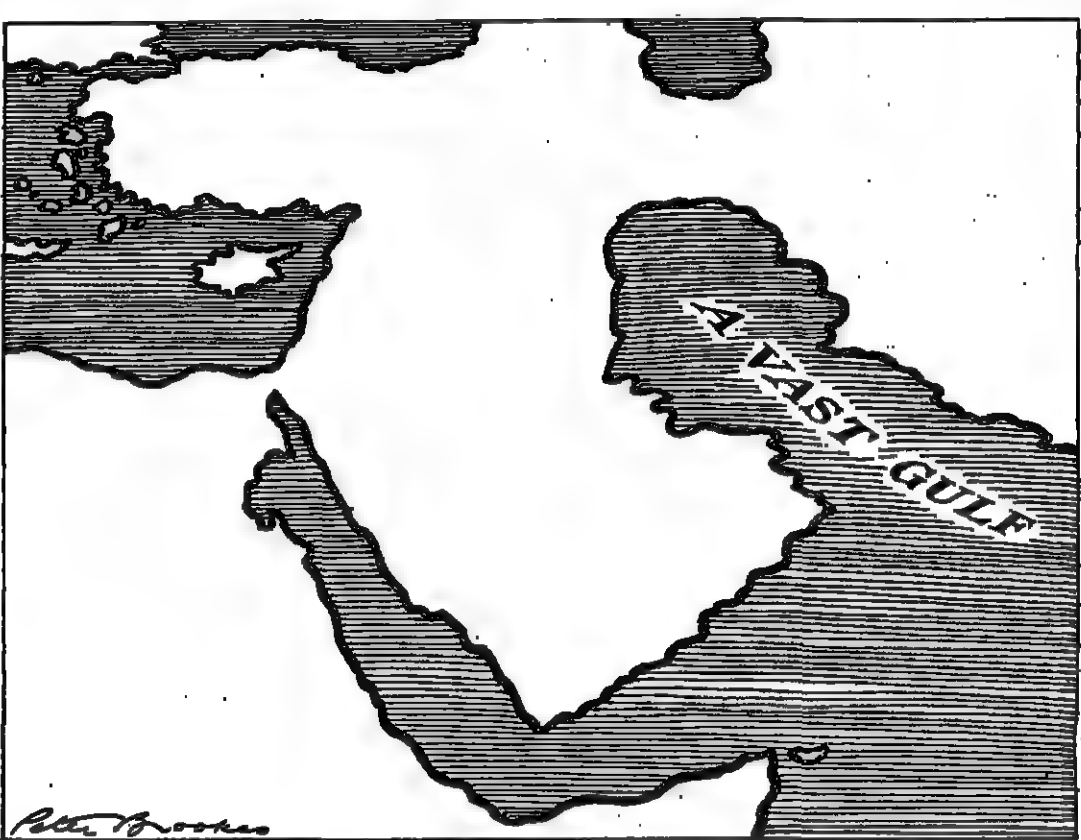
She had her defects — pursuing, for example, policies like the poll tax that were palpably disastrous. But she was on the British political scene a giant among pygmies. She was one of the two greatest Conservative prime ministers in the 20th century and one of the half dozen greatest prime ministers of all parties and all times. Lord Blake is the author of *The Conservative Party from Peel to Thatcher* (1985).

## Loss of the Thatcher factor moves war a stage closer

Saddam Hussein will not withdraw from Kuwait unless he is convinced that his adversaries are prepared to go to war. The only one among them who carried complete conviction in that respect was Mrs Thatcher. Her departure therefore encourages him to stay in Kuwait, and so makes war more likely. John Major may be just as determined to oust Saddam from Kuwait, but Saddam is unlikely to believe it.

Saddam remembers the Falklands war, and Mrs Thatcher's role in the American bombing of Libya. But a factor more significant than these was his knowledge of her imperviousness to his most cherished weapon: moral and humanitarian blackmail. Eight years ago, she allowed ten convicted prisoners to die on hunger-strike rather than concede their demands. She has consistently refused to bestir herself about the fate of British hostages in the Middle East (a position that may have contributed to her unpopularity). So Saddam knew Mrs Thatcher for the hardest and most uncompromising of his adversaries, and the one most likely to stiffen the determination of the alliance: in particular, to discourage any American tendency to waver. That is why Saddam described Mrs Thatcher as "possessed". It is unlikely he or anyone else would apply that word to Mr Major.

In purely military terms, the American threat is the one that counts. But Saddam, as he made clear in his remarkable conversation with the American ambassador on the eve of his invasion of Kuwait, does not think the Americans are prepared to use force and risk heavy casualties. He will be encouraged in that belief by the trend of this week's Senate debate, and of the American polls. He remembers the hurried American withdrawal from Lebanon after the 1983 massacre of 240 marines by a suicide bomber. He knows — as the whole Middle East has known since 1979 — that American hostages can be used to manipulate policy in Washington. One of his strongest reasons for



The demise of the Gulf alliance's staunchest prop, writes  
Conor Cruise O'Brien, makes war increasingly likely

feeling he could get away with the invasion of Kuwait was his knowledge that he would thereby capture the most valuable collection of hostages the modern Middle East has known. That asset will be significantly enhanced, in his eyes, by the knowledge that the adversary who was most resistant to hostage-blackmail has left the international political scene.

Like Hitler when he learnt of the death of Roosevelt, Saddam might think that Mrs Thatcher's fall will save him. He knows that Mr Major is committed to following his predecessor's policies in the Gulf, but he may well doubt whether that commitment is backed by the same passionate conviction. No successor can sound as convincing as Mrs Thatcher did. She was famous, above all other contemporary politicians, for saying what she meant and meaning what she said: an eccentric habit that was to

prove fatal to her over Europe. Saddam and his advisers will hope that Mr Major's government will be more collegiate, and more attentive to Foreign Office advice, which tends towards compromise where Arab rulers are concerned.

Since 1936, the Foreign Office has ever been in quest of an elusive entity known as "Arab goodwill". Those hungry for this are liable to settle for what passes for goodwill by making concessions to blackmail. Nor is this entirely a matter of Foreign Office tradition. Douglas Hurd's retention as foreign secretary will not be welcome to Saddam, who will be encouraged by some aspects of his track record in the Middle East, for example over the Iraqi leader's attempt to divert attention from his seizure of Kuwait by urging his adversaries, and the United Nations, to talk about Israel instead. There will always be takers for that play, but Mr Hurd has been a more eager

taker than most, as his unhappy October visit to Israel and the occupied territories showed.

The rationale for that visit was the supposed need to keep the Arab allies on board when they were said to be reeling from the death of about 20 Arabs during the riot at Temple Mount in Jerusalem two weeks earlier. But this is a sentimental view of Arab politics, characteristic of Foreign Office Arabists. The Arab allies are not in the anti-Iraq alliance for sentimental reasons. The only thing that would induce them to leave it would be a feeling that America and Britain may, after all, be about to tip-toe away from the Gulf, leaving Iraq's power intact and Saddam master of the Arab Middle East. And that is a feeling that Saddam is working on.

Saddam's policy since the invasion of Kuwait seems to have been a dangerous mixture of shrewdness and wishful thinking. The walls, and played golf with the staff in the corridors. When the family first moved in it found that the Board of Works and the previous prime minister had left the house bereft of crockery, cutlery or bedlinen. "We had to buy second-hand stuff with our own money, but our friends were very helpful."

Since then only grandchildren have added a note of irrelevance to the affairs of state conducted within Number Ten. In Harold Macmillan's time a notice was pinned up every Thursday when his grandchildren were around. "No roller skating in the corridors today," it said. "Cabinet meeting."

**Fair exchange**  
British Telecom has donated £250,000 towards the building of a new theatre in Scarborough. The money, which BT stresses should be seen as a gift rather than compensation, is a gesture of regret after a fire that cut all the town's outside telephone links for two days last month. Local businesses are filing legal claims for compensation for lost

shrewdness shows itself, most of all, in his manipulation of the hostages. Nobody has ever succeeded in exploiting the humanitarian feeling of others on such a scale for his own political advantage. Eminent persons have been drawn to Baghdad by Saddam's siren song, and have been duly rewarded with a batch of hostages, leaving plenty more in reserve. The latest gimmick — staged releases beginning at Christmas — is particularly crafty. Saddam probably has specialists on Western public relations in his pay, and if so he has chosen them well.

Yet Saddam's wishful thinking is even more marked than his shrewdness. It is not realistic to suppose that President Bush can be induced by any combination of gimmicks to withdraw from the Gulf while leaving Saddam in possession of Kuwait, and soon afterwards the master of all the oil in the region. For Mr Bush to do that, after the huge military build-up, would mean his political destruction. So he must go to war, if Saddam stays in Kuwait.

Realistically, Saddam can save himself only by beginning to negotiate his withdrawal from Kuwait, saving as much as he can from the wreck, possibly being given the face-saving sop of the Gulf islands that Iraq has long claimed. The American and allied troops would be withdrawn from the Gulf after the liberation of Kuwait, and once gone would not be likely to return. Saddam, his army intact, would still be master of the Arab Middle East, and once Iraq was established as a nuclear power would probably be immune to any future attack. That is a realistic objective, attainable only by a tactical retreat from Kuwait. But it seems that wishful thinking bars the way.

Wishful thinking is universal, but it flourishes most abundantly at the courts of despots. Saddam does not want to believe that he has to leave Kuwait, and there is no one around him to tell him anything he does not want to believe. Rather, they will compete in drawing his attention to "signs" that the will of the West is weakening. And undoubtedly the most alluring of those fatal and delusive "signs" is the fall of Margaret Thatcher.

earnings, and BT clearly hopes to regain some goodwill.

Its contribution is the first to a new charitable trust, jointly administered with Scarborough Council, which hopes to raise £3.5 million for Alan Ayckbourn's plan to convert the town's Odeon cinema into a theatre. Ayckbourn, who previews all his own work at the small Stephen Joseph Theatre in the town, says he is delighted by BT's gift. The tale of a town rendered incommunicado for two days might make an appropriate plot for one of his own black comedies to open the new theatre.

**BlackLech?**

If Lech Walesa becomes Poland's president in next month's second ballot he could immediately be plunged into an embarrassing conflict of loyalties. As part of the constant quest for Western investment, the state-owned Orbis tourist agency has just concluded a £23.4 million deal with Trushhouse. For to privatise the 208-room Hotel Bristol, Warsaw's most prestigious. The difficulty for the former Solidarity leader is that THF is backed by the Labour party and the trade unions in Britain for its hostility to union membership among its employees.

The GMB union, which organises British hotel workers, and which greatly helped Solidarity in the early 1980s, is appalled. "I wish Solidarity more luck than we have had. THF is extremely anti-union," says GMB official Adrian Long. "Lech Walesa will need all his considerable trade union negotiating skills to get it to think again about union recognition."

## Palace sits on the coronation

The BBC has been prevented by Buckingham Palace from using scenes of the Queen's coronation in film to be shown tonight honouring the career of the broadcaster Richard Dimbleby, who died 25 years ago. Richard Dimbleby: *Voice of the Nation*, which is also being marketed as a video and sold in aid of the Richard Dimbleby Cancer Fund, includes many of the broadcaster's most famous commentaries, including one of the most memorable of all, his 1953 commentary from Westminster Abbey on the coronation. However, as Dimbleby's hushed tones declare, "The moment of the Queen's crowning is come", viewers expecting to see the solemn event will be sadly disappointed. The Palace, which owns the copyright to the ceremony and says the Queen regards it as a highly personal moment, has forbidden its inclusion.

Ludovic Kennedy, who wrote the commentary to the film and was a colleague of Dimbleby on *Panorama* in the Sixties, says: "Charles Anson, the Queen's press secretary, told me that permission to show the sequence is given only rarely, although I know that it has been shown on television during the last 37 years."

Kennedy also says that the Palace asked him to keep the news of the ban to himself, "as a private matter between us". Kennedy refused. "The coronation was not a private but a public event of historical interest," he told Anson. "When I consider the signal service that Richard rendered to

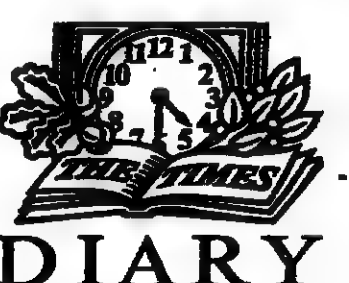
the royal family by his distinguished broadcasts on many state occasions, I find the decision of the Palace incomprehensible," says Kennedy, who has his own explanation. "I would not be surprised if it was related to that given for banning a pro-war radio commentary of another royal occasion — that it might be heard in pubs by men wearing hats, drinking and smoking."

Those wondering just who Ian Lang is, will be further confused when the new Scottish secretary opens the refurbished BBC Scotland studios in Edinburgh today. The plaque he is due to unveil, engraved long before Wednesday's cabinet reshuffle, declares: "Officially opened on November 30, 1990, by the Scottish Secretary of State, Malcolm Rifkind."

**Flower arranger**

One thing was missing yesterday as John Major took his first prime minister's question time. Before Mrs Thatcher fielded questions from the Labour leader — successively Callaghan, Foot and Kinnock — she used to receive delivery of a bouquet of red, white and blue blooms from Harrods. Sir Charles Irving, the Tory MP for Cheltenham responsible for sending them every Tuesday and Thursday, refuses to say how much the 700 bouquets have cost him, but insists the gesture was worthwhile.

Irving himself was due to follow Mrs Thatcher into retirement next month by standing down as chairman of the Commons catering committee, but, unlike the recipient of his floral tributes, he may now be pressed to stay on.

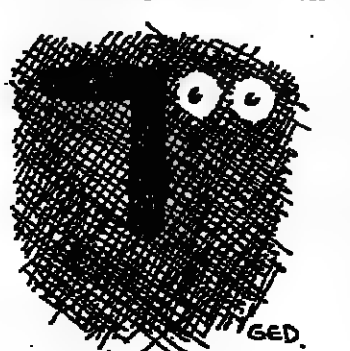


The man to whom he was due to cede control of Westminster's many bars and restaurants, Graham Bright, has found himself alternative employment as John Major's new PPS.

**When we were at 10**

The decision of John Major's family not to move into Downing Street is understandable, since life there today for teenage children would be very different from the leisurely time enjoyed by the children of previous prime ministers. The last young family to live above the shop was Ramsay MacDonald's, briefly in 1924 and again in 1929, and MacDonald's daughter, Sheila Lochhead, now a sprightly 79 and living in Swansea, has only happy memories of life there.

"I was 13 when I first moved in," she says. "In those days we did not have to run the gauntlet of police and photographers. To go to school I caught the bus at the end of the street, and another to come home. People gaped a bit when I opened the front door. I used to slide down the banister, learning the names of all the prime ministers whose pictures were on



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## TRUCK AID FOR RUSSIA

Germans are flocking to contribute to a national "Help Russia" telethon. They are inspired by gratitude for Soviet assent to unification and memories among the over-50s of the American Care packages which saw them through the lean postwar years. Individuals have given up to £100,000 each and thousands of food packages are already en route to the Soviet Union. Large-scale official German food aid is to begin immediately, fulfilling a pledge by Helmut Kohl to Mikhail Gorbachev and a Soviet promise this week to waive all customs and visa formalities and allow German officials to oversee distribution.

Will food aid help the Soviet Union weather its dire economic emergency, or is the West about to make a familiar mistake, sending food because it is readily to hand and not because it is appropriate?

People are certainly going hungry, especially in the cities. Diseases related to malnutrition are becoming more common. Moscow has postponed food rationing, introduced elsewhere, because the authorities are not sure that they can meet the proposed basic quotas. Prices are soaring in the peasant markets. In the state shops, although winter has barely set in, no one can remember such bare shelves. There is panic-buying, massive hoarding and black marketing, but these are more symptoms than causes of food shortages.

Germany will press its partners at next month's summit in Rome to release some £500 million in European Community food aid. Yet if they agree, they will be sending food to Newcastle. By all accounts, there was an abundance of fruit and vegetables in the Soviet Union this autumn. The grain harvest was an unusually respectable 233 million tonnes. The Soviet authorities only started this week to make an inventory of the country's food stocks. If they are to make the right decisions, governments which decide to help the Soviet Union also have to ask themselves where the food has gone.

Nowhere, is the short answer. The whole food chain is paralysed by the same inefficiency and corruption that has deprived industry of raw materials and spare parts. Up to a third of the harvest has been lost. Produce is rotting on the trees and in the ground because of shortages of tractors, combine harvesters and lorries, of diesel to fuel them and people to drive them. Refrigeration and

packaging is almost unknown and the distribution system is in chaos. Much of what has been harvested is rotting in leaky warehouses and flatbed trucks marooned in railway sidings or has been ruined by transit on open trucks.

The heart of the problem is that the "command economy" distribution system, inefficient as it was, has broken down and no market-driven one has replaced it. The decay of discipline in what is still an authoritarian administration produces the worst of worlds. Under the old system, workers from the towns were sent to help bring in the harvest in an annual "emergency" operation which transferred millions of man-hours (and lorry-hours) to the farm sector. No more. In Kiev, the head of the agro-industrial commission appealed for 14,000 urban workers and got 1,800.

Local co-operatives and individual farmers are refusing to sell grain to the state or supply the towns with chickens, waiting confidently for higher prices. The great metropolitan centres, Leningrad and Moscow, are particularly hard hit because the republics are concluding deals with each other which bypass the centre. The mayor of Leningrad, Anatoly Sobchak, freely admits the country has food but equally has no doubt that Leningrad's five million people have a little chance of getting it that foreign food aid is indispensable.

That verdict must be accepted for now and food and vitamins shipped under close monitoring to stave off urban malnutrition, strikes, civil unrest and deeper economic paralysis. But food by itself will help little. Still more important than food is sending trucks, to move what is locally available. The Soviet authorities should permit foreign trucking companies, and infrastructure, to help both move produce and manage the distribution system generally.

This phase should be as short as possible, a stop-gap until ways to rescue the transport infrastructure can be worked out. That could include aid with modern storage and packaging, automation of vehicle production and management training to revitalise the Soviet railway system, the largest in the world. New rules for foreign direct investment would do far more for Soviet consumers than the long lists of foodstuffs Soviet officials are pressing on Western delegations. If Soviet citizens are not to go even hungrier, the West should lose no time in presenting its own list of demands.

## MAY THE BEST WOMEN WIN

When Harriet Harman, a Labour frontbench spokeswoman, once tried to take her children into the House of Commons "family room", she was stopped at the door and told: "Children are not allowed in here." The incident, small though it is, illustrates the difficulties women face in combining a family with a political career in Britain. There were one or two female ministers whom John Major might just have promoted into his cabinet, but he was right to insist that merit alone should determine a cabinet place. The tragedy is that the pool of candidates was so shallow. Women make up more than half the population, but only 17 out of 372 Tory members of parliament. That is hardly representative democracy.

The modern Commons behaves like the playground of a boys' school. Opposition spokesmen lean back on the frontbench with their feet up, guffawing and nudging each other. When the House is full, members trying to speak are shouted down. Britain's parliament is designed for confrontation. Ministers are cheered by their own side and jeered by the other. A sensible, soft-spoken woman — or man — does not show up well at the dispatch box. Margaret Thatcher's unique success derived partly from her contempt for it as a serious body, and partly from her acting as tomboy when answering "questions".

Labour party research has found that while women tend to be better informed about politics than men, they feel alienated by the political world. Even those who would like to become MPs often find they cannot do so. Sessions officially end at 10pm and sometimes go on through the night. For women with children and working husbands these hours are near impossible.

Reform of the working of parliament lies at the root of bringing more women into politics. But parties should also look at their selection procedures. Those women who do want to become MPs are less likely to be selected as candidates than men, and when they are, it tends to be for unwinnable seats. With a first-past-the-post electoral system, it is easy to

disguise the fact that a party is fielding only a few women. Only one candidate stands in each constituency. So, if he is a man, it does not look odd. Countries with proportional representation tend to have more women on party slates, if only because the discrimination cannot so easily be concealed. At the latest count, Nordic countries had between 25 and 35 per cent of women MPs. Even Ireland had 8.4 per cent, compared with Britain's 6.3 per cent.

For parties to select more women would be in their own interests. Research shows that individual women candidates are not at an electoral disadvantage. Collectively, women make up 51 per cent of the electorate. Women tend to have a higher regard for women politicians than for men. There is therefore a gap in the market for a party that appealed specially for their votes. So far that gap has not been exploited. At the last general election, women overall voted exactly the same as men.

Parties need to lean harder on local selection committees. A start has been made. The Liberal Democrats insist on both sexes being represented on every shortlist. The Labour party recently agreed to try, over the next ten years or three general elections, to ensure that at least half its MPs would be female. This ambitious target means that almost every candidate selected between now and then would have to be a woman. Of the 23 female Labour MPs, 14 have been given frontbench or shadow cabinet jobs. The Tories are in danger of becoming the odd one out.

Despite having fewer women MPs than Labour, the Tory party has been seen by women as less "male" than Labour, mainly because it had a woman leader and high-profile ministers such as Edwina Currie. At the 1987 election, Mrs Thatcher herself was the most commonly-quoted reason given by women for voting Conservative. If Mr Major does not want to throw those votes away, he should address himself quickly to reforming the practices of parliament and giving himself a more impressive pool of potential cabinet appointees.

## NOTWITHSTANDING

The simplifying of official documents has made some progress. Most information leaflets from government departments nowadays are written in clear language. The private sector is more patchy. Legal contracts still sprout an undergrowth of small print in phrases dense enough to mask a tropical sun at noon.

There is an easy remedy. It lies in the hands of the courts. The National Consumer Council wants judges to rule that small-print clauses which are unintelligible to the person of average intellect are invalid. It cites one clause from the standard removal contractor's contract, which informs the customer: "The contractor shall have a general lien upon all goods in his possession for all monies due to him from the customer for liabilities incurred by him and for monies paid on behalf of the customer..." (and the rest is worse). This means that the removal firm has the right to hold on to a customer's possessions until his bill is paid, and if the customer does not cough up, to sell them.

Such pompous clauses are drafted by lawyers, to make work for other lawyers and to keep laymen in the dark. They defend such gobbledygook by appealing to two fictions, neither of which belongs in the real world. The legal fiction, nostalgic for a Troilopian age, is that anybody offered a contract which has a steaming jungle of small print on the back has

the right to run it under the nose of his family solicitor. The market fiction is that by choosing to deal with firms which use clear prose, consumers will oblige lawyers to draft their clients' documents accordingly.

The theory is ingenious, but bears no relation to reality. The solicitors' word-processors spew forth an ever-increasing flood of garbage. A clearer case of a profession "conspiring against the public" is hard to imagine.

Generations of judges must bear responsibility too. Lawyers themselves, they have tolerated, even encouraged, a manner of expression in legal documents which renders their meaning opaque to the common man. They have perpetuated both the fictions mentioned above, and a third, that consumers are "deemed" (awful legal word) to understand and accept whatever is put in front of them in writing. So once they sign, they are bound by the terms.

The consumers' council is telling judges to stop deeming and start probing. Just as in criminal cases judges like to introduce the hypothetical man on the Clapham omnibus as the standard "reasonable man", so they should introduce him as the test of literacy and understanding. The first brave judge who invalidates a contract because it is incomprehensible will be a public benefactor.

## LETTERS TO THE EDITOR

### Acting to forestall a Soviet famine

From Mr Chris Skillen

Sir, Mary Dejevsky (Moscow Commentary, November 26) may be thought to play down the risk of famine in the Soviet Union. Whilst the Russian word *golod* may indeed be translated as hunger, it normally also carries the sense of starvation.

Famine is not simply a failure of crops, but an extreme failure of supply and demand to find equilibrium. It is not unknown for food to be exported from a country where people are starving, witness the Irish famine of the last century. Nor was there an absence of food in the UK as a whole; even in Ireland food was always available, at a price.

If anyone goes hungry, writes Ms Dejevsky, it will be the poor. According to the latest official figures (*Argumenty i Fakty*, no 45, November 1990) one quarter of the Soviet population live below the poverty line. That is about 60 million people, or more than the population of Britain.

Such figures are calculated on the basis of monetary income, a category having increasingly less meaning as the economy disintegrates and chains of supply are broken.

Yours sincerely,  
CHRIS SKILLEN,  
University of Glasgow,  
Institute of Soviet and East European Studies,  
29 Bute Gardens, Glasgow 12,  
November 27.

From Mr Brian Crozier

Sir, Mr Hugh Hanning's suggestion (November 28) for food aid to the Soviet Union is doubtless well intentioned, but misguided. His proposal that Nato should be the channel, if followed, would add to the danger.

By all accounts (including Mary Dejevsky's), there is no shortage of food in the Soviet Union. The trouble is that it is not reaching hungry mouths. There is no guarantee that Western food aid will reach those hungry mouths and every likelihood that it will fall into the wrong hands.

### All-male cabinet

From Lady Goodhart

Sir, On Monday you printed a letter from two girls at Queen's College, Harley Street, who had on their own initiative carried out a poll of the school on the Conservative leadership. The majority of them favoured John Major. What a shame that he has now selected an all-male cabinet. What prospect does this give the girls of a society of opportunity?

Yours faithfully,  
CELIA GOODHART  
(Principal Elect), Queen's College,  
Harley Street, W1,  
November 29.

### Currency conviction

From Dr C. J. Gibbins

Sir, At a meeting about co-operation on science and technology within Europe last week at the headquarters of the European Commission in Brussels, I discussed over lunch the prospect of European monetary union and a common European currency with colleagues from Belgium, France and Portugal, including an official of the EC.

All were quite adamant that they, and the countries, saw the proposed common currency as existing alongside national currencies, and not as replacing them. All were equally adamant in their opinion that national electorates would not accept the demise of their own currencies.

Yours faithfully,  
C. J. GIBBINS,  
15 Willow Tree Close,  
Stippington, Oxfordshire,  
November 14.

### Letters 'by fax'

From Mr John Purdy

Sir, Ian Franklin (November 20) comments on the confusion between the terms *facsimile*, *fax* or even *fax*.

Telecopier is an American term referring to the older group 2 facsimile machines, manufactured by Xerox Inc in the early 1960s, which were used to transmit printed matter over telephone lines. Although widely used in the US, the term was not adopted internationally.

The term *facsimile*, or *fax* for short — never *fac* — refers to the more recent group 3 machines which make an exact copy of original documents.

Yours by facsimile,  
JOHN PURDY (Facsimile and Telex Product Manager),  
British Telecom,  
Parker Tower,  
43-49 Parker Street, WC2,  
November 23.

From Mr Ralph Irwin-Brown

Sir, To "fax" seems to be widely accepted as a verb. I would suggest the adoption of "faxer" for the originator of the message, "faxist" for the operator and "faxee" for the recipient.

Yours faithfully,  
RALPH IRWIN-BROWN,  
Trotton, Graythorn, Surrey,  
November 21.

From Mr Patrick Lewin

Sir, Telecopier, fax, or "fac", much of what comes out of the machine will still be fiction.

Yours,  
PATRICK LEWIN,  
48a Triangul Vale,  
Blackheath, SE3,  
November 21.

### 'Corporate' style for royal arms

From Mr Stuart Rose

Sir, Mr Richard Moon's new version of the royal coat of arms (below), designed for use by the Foreign Office (feature, November 13), seems rather a poor thing. It lacks authority and dignity, largely because it has none of the decorative qualities of draughtsmanship apparent in earlier treatments by, for example, Miller Gray and Reynolds Stone, and the typography is equally undistinguished.

More surprisingly, however, after so many references have approved the design, some of its heraldic representation is incorrect. In 1953, at the request of the new Queen, the Tudor crown was replaced for heraldic purposes by the St Edward's crown, the most obvious change being in the curvature of the side arches which support the orb.

Delineation of the St Edward's crown has always shown nine pearls on each side of the orb and five on the front arch, whilst the Tudor version usually depicted six

Yours very truly,  
BRIAN CROZIER,  
303 The Linden Hall,  
162-168 Regent Street, W1,  
November 28.

From Mr John L. Cook

Sir, Could not the EC mount an emergency operation akin to the Berlin Airlift, and ship our entire mountain of beef, butter, etc., to the countries of eastern Europe?

In the short term we would help to avert a famine, and save vast and ridiculous storage charges for the surplus food. The longer-term benefits — economic, political and humanitarian — would be incalculable.

Yours sincerely,  
JOHN L. COOK,  
4 Brockwell Gate,  
Sowerby Bridge, West Yorkshire,  
November 28.

From Mr Richard Langridge

Sir, One of the tragedies of the last few weeks in British politics is the way the Conservative leadership contest has diverted the attention of the British government, and

more importantly British public opinion, away from the crisis in the Soviet Union.

How wonderful if one of the first actions of the new prime minister were to initiate a widespread aid/transport/training package from the West to the Soviet Union — Major aid, a Marshall plan for the 1990s.

Yours truly,  
R. LANGRIDGE,  
37 Onslow Road,  
Richmond, Surrey,  
November 27.

### Views on Dahl

From Mr J. A. Grimmer

Sir, Your assertion (report, November 24) that teachers disliked Roald Dahl's "boldness and underdog anarchy" would soon be refuted by any survey of school libraries and class reading sets.

In a long teaching career I cherished his books for the breath of fresh air and delight they brought into many a classroom. Yours faithfully,  
JOHN GRIMMER,  
High Windmill, Bay View Road,  
East Loos, Cornwall,  
November 24.

### Parcel post

From Mrs Lorna Atwell

Sir, A possibility that Mr Child of ParcelPost (November 12) failed to mention is the placing of goods in the dustbin from whence in the last two weeks we have retrieved 25 choir carol books, various Christmas presents ordered by post, three months' supply of communion wafers and 600 copies of our December newsletter. Had we been on holiday the refuse collectors would have innocently disposed of valuable items sheltering within their beloved wheeled bins.

This certainly constitutes a diminished — and risky — service compared with that provided formerly by our local post office: a mere 20 yards from our front door.

I remain, Sir, yours faithfully,  
LORNA ATWELL,  
The Vicarage,  
Towcester, Northamptonshire,  
November 27.

### Sign of recession

From Mr Robbie Gill

Sir, Many regard the construction industry as the first barometer of the state of the economy. The state of the architectural profession demonstrates an even earlier indication.

As a measure of this, the situations vacant columns in *Building Design*, the architects' weekly journal, provides quantifiable statistics. Over the past 20 months the amount of private sector job advertisements has dropped from a healthy 102 on February 10, 1989, to a paltry four on November 2, 1990. The architecture profession has been in recession for some time.

Yours faithfully,  
ROBBIE GILL,  
The Design Solution,  
20 Kingsly Court, W1.

### Wanted: organists

From Mr Peter Jones

Sir, I am delighted to read that Andrew K. Green of Macclesfield (November 14) is often approached to recommend organists for vacant posts. This is in contrast with the growing situation in London, where too many churchmen are busy disbanding choirs and discharging organists, and introducing banal pop-style groups, generally of dubious standards, in their place.

It must be difficult for experienced organists to feel motivated when they hear their vicar dismiss years of choir training and striving for excellence as irrelevant "robes and anthems". How can young players be encouraged to spend years mastering such a complex instrument against the tide of growing hostility to their efforts by

### Anti-Semitic activity

From the Acting Commissioner of Police of the Metropolis

Sir, Mr Levin's article today ("Shameful signs, but the dark age will not descend again") was, I thought, a well balanced, informative and useful contribution to what is a growing debate on anti-Semitic activity.

The fact that there is a growth in such activity in this country and elsewhere is, I think, without doubt. However, the motives of all those who indulge in such evil are not always clear.

One thing in Mr Levin's article that I thought might be misleading was his opening reference to "the official policy". It may well be that "officials" somewhere may consider the subject "better ignored" for perfectly good reasons. Both Mr Levin and his readers should, however, know that the Metropolitan Police official policy is to have all reported incidents investigated and if sufficient elements of any offence are revealed then case papers are submitted to the appropriate prosecution authority for a decision as to criminal proceedings.

I know that due and proper consideration is given and cases prosecuted where there is a sufficiency of evidence. Yours faithfully,  
JOHN DELLOW,  
New Scotland Yard,  
Broadway, SW1,  
November 29.

### Business and arts

From Mr Colin Tweedy

Sir, While business is correctly wary of "interfering with that mystical concept called artistic freedom", as your arts editor says (article, November 21), this does not mean that the world of business has not been a stimulant to many in the arts. The involvement of business people on arts boards has, on the whole, been for the good. Ian Rushton, the chief executive of Royal Insurance, has been one of the Royal Shakespeare Company's most eloquent allies in their case for additional government funds.

My association's initiative, *Business in the Arts*, is designed to bring the best of business management to the arts. To date we have placed over 40 business managers with a wide range of arts organisations, giving advice from basic accounting to writing three-year plans, improving box office returns, and developing audience research. Richard Morrison is not correct to say there is no dialogue except on the level of money and credit.

Much can and should be written about Mrs Thatcher's influence on the culture of these islands. The fact that the business and arts communities are talking to each other is an important by-product of this passing era.

Yours faithfully,  
COLIN TWEEDY  
(Director General),  
Association for Business Sponsorship of the Arts,  
Nutmeg House,  
60 Gainsford Street,  
Butler's Wharf, SE1,  
November 22.

### Ballet exodus

From Mr M. J. Grafton

Sir, Your Diary (November 21) reports on the exodus of home-grown talent from the Royal Ballet as a result of the increasing importation of Russian dancers. Perhaps steps should be taken to limit such importations in order that home-grown talent be given the opportunity to flourish at the highest levels.

Yours faithfully,  
M. J. GRAFTON,  
1 Fairley Way,  
Sturvington Bedford,  
November 21.

### Helping offenders

From the Director General of Save the Children

Sir, The new criminal justice bill offers a real prospect of non-custodial solutions playing a more central role in court sentencing. The crucial point is the type of non-custodial alternative and whether judges and magistrates embrace a more constructive response to offending.

In the Durham area, for example, Save the Children found that the introduction of community-based alternatives has resulted in an 85 per cent reduction in the use of residential care and custody for juvenile offenders. At the same time there has been a 23 per cent cut in juvenile crime and evidence of much lower re-offending rates for those undergoing non-custodial sentences.

Yours faithfully,  
NICHOLAS HINTON,  
Director General,  
The Save the Children Fund,  
Mary Datchelor House,  
17 Grove Lane, SE5.

### Eating by numbers

From Mrs Helen Grayson

Sir, Richard Need's classification system for vegetarians (November 22) does not go far enough. Solely as a matter of personal taste, I eat some red meat, am iffy about poultry and loathe offal and seafood. May I suggest a further category: VDP (very difficult to please)?

Yours faithfully,  
HELEN GRAYSON,  
75 Thornhill Street,  
Calverley, Leeds, West Yorkshire,  
November 22.

From Mr John Dibblee

Sir, A simple classification would certainly be adequate to deal with the meal requirements of a reasonable number of daughters but not with those of a succession of friends one hasn't seen for some time who stay or turn up for a meal.

It has been our experience over the last few years that there is no item of food or drink that we can be sure everyone will accept, this even includes any particular type of bread or water. If anyone can suggest one we should be delighted. But attempting a universal classification would, I think, take so long that nobody would get anything to eat at all.

Yours faithfully,  
JOHN DIBBLEE,  
43 Cross Lane,  
Cublington,  
Leamington Spa,  
Warwickshire,  
November 23.

From Mrs Jennifer Hall  
Sir, My middle child (aged ten) calls herself "vegetarian", meaning that she will not eat anything which looks like meat.

Could she be classified as a little B?

Yours faithfully,  
JENNIFER HALL,  
7 Finchley Way, Finchley, N3,  
November 22.











# Unexpected to the very end

Roald Dahl always loved to shock. In this interview, conducted shortly before he died, the writer told Christopher Sykes why he did not fear death — and identified the bravest man of the century

Death held no fear for Roald Dahl, who died last Friday. "I came to that conclusion," he said only a month ago, "after my daughter Olivia died, aged seven, and I thought: 'If she can do it, I can do it.' The thought of death after that is really just one of sadness at leaving your family and the people you love."

Dahl was the most successful author of children's books in the world, his sales for last year having topped 2,300,000 in the UK alone, while *Matilda*, his penultimate book, broke all previous records for a work of children's fiction with a sale in paperback of more than 500,000 in six months.

He was certainly a giant, standing 6ft 6in. He radiated bigness, especially in his home, Gipsy House, a white Georgian farmhouse with low-beamed ceilings, in the kitchen of which we met. He lumbered in, grasped my hand, grinned like a good-natured wolfhound, and sat himself at the head of the table, cigarettes in front of him and his beloved Jack Russell, Chopper, on his knee.

There was something familiar about Chopper. In Dahl's book *George's Marvellous Medicine* there is a passage in which George describes his Grandpa as having "pale brown teeth and a small, puckered-up mouth like a dog's bottom". This shocking and funny description was the essence of Dahl's best work.

"Christ, I stare at Chopper's ears all day long," he said, "so it's hardly surprising I wrote that. Look, it's winking at us right now!"

The key to his success as a writer for children was that he appealed to their basest instincts. "I have a great affinity with children," he said. "When you are born you are a savage, an uncivilised little grub, and if you are going to go into our society by the age of ten, then you have to have good manners and know all the do's and the don'ts — don't eat with your fingers and don't piss on the floor. All that stuff has to be hammered into the savage, who resents it deeply. So subconsciously in the child's mind these giants become the enemy. That goes particularly for parents and teachers."

"When I wrote *Matilda* I based it on this theory. There are foul parents and a disgusting, barbaric teacher. Children absolutely warm to this. They think: 'Well, Christ! He's one of us.' I don't think you find many chaps or women in their mid-seventies who do think like I do and joke and fart around. They usually get pompous, and pomposity is the enemy of children's writing."

Dahl joked and farted around

throughout a life in which he had more than his fair share of ups and downs. He was born 74 years ago in a village outside Cardiff, of Norwegian parents. His father Harald, who had made a fortune as a shipbroker in Cardiff, died from pneumonia when his son was only three. His mother gave him his first taste of books.

"After my father died, my mother became an avid reader of English books, in particular Galsworthy, Kipling and Hugh Walpole, all the best sellers of the day. And of course she used to read to us, the recently published *Wind in the Willows*, I remember, Beatrix Potter and lots of A.A. Milne. She is immortalised as the grandmother in *The Witches*."

Dahl was sent to three schools, Llandaff Cathedral School, St Peter's in Weston-Super-Mare, and Repton. "I'm afraid I was always something of a rebel. I was much hated by teachers because they can only run their schools properly with boys who conform, the sort who become head prefects. But you never hear of them again. I've made a small study of this, because I was not even a house prefect in my fourth year, even though I was captain of fives and squash and all that sort of thing."

He did, however, learn. "We got an education at prep school and public school which was far better, especially in English, than you get today. The schools may have been rough and tough, but the education was amazing, and the encouragement to read was terrific. By the time I was about 12, I had read nearly every classic writer from Tolstoy to Balzac. I wasn't exceptional in this. Lots of us did in those days. There was no TV or radio, and you were voracious in your reading. When I was 18 I was reading the modern writers of the Thirties, which to me was a golden age of writing. I mean, who today will be remembered like Hemingway, Steinbeck, Faulkner, Maugham or Waugh?"

At the age of 18 he turned down his mother's offer to send him to university, opting instead for a job with the eastern staff of the Shell Oil Company, a posting that eventually took him to Africa. It was while he was there that war broke out in Europe and he volunteered to join the RAF. He became a fighter pilot, flying Hurricanes in Greece, at a time when the RAF was outnumbered nearly 50 to 1.

"Of course such experiences mark you for life. You lose patience with the moderns who complain about life today and that sort of thing. Everyone is as soft as buggery today. I don't care what other people think. If I don't like



Roald Dahl in the writing shed at the bottom of his garden: "I long to come up here because it's a real refuge. I mistrust any writer who sits in a Chippendale chair"

what people say or write about me then I simply say they're wrong. Sod 'em."

He gleefully admitted that he enjoyed putting people's backs up. "I only do it to people who I think are very in the wrong, like Rushdie for example. I mean this bugger has done untold damage to the hostages... He's a pain in the ass, that's all, a piddling little man. After I wrote *The Times* about him [in February 1989] I got hundreds of letters from people saying: 'Well done you, at last someone's spoken out. Nobody dares to.'"

Such views made him numerous enemies, as did his vociferous criticism of the Israeli treatment of the Palestinians in Lebanon. "I had a six-page letter the other day," he said, "from a famous attorney in Los Angeles accusing me of anti-Semitism, whereas I always protest that I am anti-Israeli. He said there's no difference. Well, there is a difference, of course. I had six pages of this bogwash."

Dahl was involved out of the RAF in the summer of 1941, and was posted to Washington DC as assistant air attaché. "During my own time in the evenings I wrote this little fable about gremlins and their wives and all the rest of it. An extremely well connected woman in the embassy, later Lady Lansdowne, got it to Walt Disney who immediately wanted to buy it. It had no literary merit, but it was my first published story. After that

C.S. Forester got my second story, 'A Piece of Cake', published in the *Saturday Evening Post*."

Other stories, based on his wartime experiences, followed but it was 'Taste', a darkly comic tale about a famous gourmet who cheats in order to win a bet, his host's daughter being the prize. 'Taste' was the first of Dahl's stories to be published in the *New Yorker*, an accolade to which every writer aspired at that time. "I had a whole number of

idea came for a story about someone getting stuck in an elevator between floors in an empty house. I had nothing to write with in the car. So I stopped and got out. The back of the car was covered with dust. With one finger I wrote in the dust the single word ELEVATOR. That was enough."

As soon as he got home, he went straight for the exercise book and wrote: 'The rich woman, the elevator, the maid... Possibly a

chance death, when the elevator sticks between two floors in empty house... In love with the elevator repairer? Those few lines became 'Way Up to Heaven', one of his early stories published by the *New Yorker*."

In 1953 Dahl, by now something of a celebrity, married the actress Patricia Neal. They had five children together, and it was for them that he began to make up stories. "Having read my children all the available books," he said, "and come across a lot of really crummy ones, I thought: 'Well why don't I try to write a children's book?'" His first was *James and the Giant Peach*, followed three years later by *Charlie and the Chocolate Factory*, which has become one of the best-selling children's books of all time.

Like all his books, they were written in a small hut at the bottom of the garden of Gipsy House. It is a dingy little place, its inch-thick polystyrene walls long since stained ochre-brown by the nicotine from the thousands of Cartier cigarettes smoked there over the years. In the centre stands a faded wing-back armchair, inherited from his mother, and it was here that Dahl sat, his feet propped up on a chest, supporting on his knees a thick roll of corrugated paper upon which was propped his writing board. A table on his right was covered with a collection of favourite curiosities, such as one of his own arthritic hip bones and a remarkably heavy ball made from the discarded silver paper of numerous chocolate bars consumed during his youth. "I long to come up here because it's a real refuge. You can have terrific fun up here. I mistrust any writer who sits in a Chippendale chair. Even in the depth of winter I can get cosy up here all wrapped up in a blanket and my feet stuck in a sleeping bag."

His enthusiasm was one of his most endearing qualities. In the later years, which he spent with his second wife Felicity, the most important thing in his life was his family. "The whole lot of them. They are like a big ball around me. I've never been so happy as I am now. We see the family all the time and the children in America get talked to at least twice a week. I helped to set them up financially, which I think is right if you can afford it, though I was a bit too extravagant with Tessa when she was in her teens. I gave her a flat in London when she was 17, and an allowance, and there she was on her own queening. But it's very

hard for loving parents not to do that. The alternative is also horrid when they're very tough, and make them do a newspaper round before they can get a bar of chocolate."

Dahl never stopped fantasising and teasing, amusing others, but most of all himself. I witnessed a perfect example of this. "Do you know who is the bravest man of the 20th century?" he suddenly bellowed at me across the table, apropos of nothing. "Michael Fagin, that's who. Just think about what he did. Late one night he climbed over the wall into the gardens of Buckingham Palace and crept through the trees in pitch darkness, carefully avoiding all the guards who patrol there until he came to the very walls of the palace. That was jolly brave. Would you dare to do it? But what he did next is the best. He actually climbed into the palace itself... He wandered about the dark, ghostly corridors, trying this door and that, knowing that he might be caught at any moment and dragged off to the Tower, until he found the Queen's bedroom. Then he went in and sat on the bed and woken her up. What guts that chap had! Waking up the Queen!"

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**'I don't care what other people think. If I don't like what people say about me then I simply say they're wrong. Sod 'em'**

stories taken by them. The way it worked was like this. The fiction editor would buy the story and he would then ask you to come in. In you'd go and he would sit you right beside him at the table and he would go through every line of the story. He would never ask you to alter the plot or anything like that, he was simply dealing with the English, making sure it was dead accurate and shortening a sentence here and there. It was very careful and meticulous work and I learnt a lot from it, everyone did."

His technique of starting a story never changed. "The trick is to write it down at once, otherwise you'll forget it... Often one word is enough. I was once driving alone on a country road and an

idea came for a story about someone getting stuck in an elevator between floors in an empty house. I had nothing to write with in the car. So I stopped and got out. The back of the car was covered with dust. With one finger I wrote in the dust the single word ELEVATOR. That was enough."

As soon as he got home, he went straight for the exercise book and wrote: 'The rich woman, the elevator, the maid... Possibly a

chance death, when the elevator sticks between two floors in empty house... In love with the elevator repairer? Those few lines became 'Way Up to Heaven', one of his early stories published by the *New Yorker*."

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**Impressive**

**Lord Hanson in the December TATLER**

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## Rich milieu of the Gastronomes

The Savoy's club is so exclusive you have to have been a receptionist to wear its tie

The world's most glamorous hotels have been infiltrated at the highest levels by a mafia of 280 former Savoy receptionists who call themselves the Gastronomes. Last weekend, resplendent in their pink and grey ties — "like a Savoy tablecloth on a cloudy day and the width of a 16oz Dover sole" — they held their annual reunion, as tradition dictates, at the hotel where their president works in this case, the Sheraton Park Tower, in London, where Derek Picot is general manager.

Gastronomes have moved on to manage the Ritz, they have managed royal households, but the strictly enforced qualification for membership is that they must have completed at least nine months at the reception desk of the Savoy.

As a powerful old boys' network — there are only five women members — the Gastronomes have rebuffed proposals from illustrious hotels that other receptionists should be admitted. They take pride in keeping files of guests' particular likes and foibles, sometimes too successfully. A Savoy guest who turned up at a five star establishment in Italy — under Gastronomie management — had to confess that the special raspberry jam which followed him around the world was the favourite of his former wife.

The members have stories to fuel a series of *Fawlty Towers*. Mr Picot recalls



A very Savoy reception: the traditional image of service in one of the world's great hotels

throwing open the door of a Savoy suite for an inspection by a party of French travel agents: "This is one of the most interesting rooms in the hotel," I said... and there was a couple making love on the bed. Being French, the travel agents surged forward for a better look — and it never got to the ears of management."

The confusion of doors in a Savoy suite has denied many a receptionist's dignity over the years. Julian Payne, the secretary of the Gastronomes, whose mother was a florist at the hotel and whose son is a trainee manager there, says: "There is a knack to making an exit from a suite, with a £5 note in your greasy palm —

without backing into a walk-in wardrobe, as I once did."

The oldest Gastronomes served on reception before the last war. Christian Duffell, aged 26, now manager of a London restaurant, is the only second generation member to qualify. He joined reception 25 years to the day after his father, Michael, who later became controller of the royal household for King Hussein of Jordan. "That was very much like running a hotel without having to make a profit," according to the older Duffell.

But perhaps royal households are not as careless with running water as Savoy guests. "The building is antiquated [it was built in 1889], and the

floods are notorious," Christian Duffell says. "A man on the seventh floor let his bath overflow one night when I was in reception. The phone rang from the sixth floor, then the fifth, then the fourth..."

But one-time Savoy receptionists can obviously handle customer complaints with aplomb. The Gastronomie manager of a luxury hotel in Barbados — at a time of some military activity in the Caribbean — was telephoned by a nervous guest who objected to the tank on her beach. He reassured her that the hotel beach buggy had invaded just to sweep the sand.

MARY GREENE  
© Times Newspapers Ltd 1990



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# Whose paradise lost after Pearl Harbour?

For many years I have had a haunting photograph by the great American photographer, Dorothea Lange, pinned to my wall. The picture shows an elderly Japanese man sitting with his two grandchildren. It was taken in San Francisco in 1942 as they, with 110,000 other Japanese Americans, awaited transportation and internment. The old man's dignity and self-respect stare right out from the photograph, as does the bemusement of his grandsons.

I have many such photographs, curled and yellowed, often nothing to do with the film I am making at the time, which I carry from location to location, to be pinned up and stared at. The spark that begins any screenplay can come from many sources. In September 1988 I was editing *Mississippi Burning* in Los Angeles, and thinking of writing a love story. I had a folder full of scribbled notes on a story about a politically left-wing character in the States in the Thirties. I had also wanted to do an inter-racial love story. Robert Colesberry, my producer on *Mississippi Burning*, was talking to me one day about a film on the internment of Japanese Americans, when suddenly the threads for our story came together. After fathoming the complexities of the University of California library computer, I locked myself away with more than 50 books and a box of video

**'You've got it all. All this from my photo?'**

The outrage after the Japanese attack on Pearl Harbor, 49 years ago next week, had allowed decades of racism directed at Japanese immigrants (*Issei*) to boil over. The *Issei* had been prohibited by law from becoming naturalised citizens, denied access to certain professions and the right to lease or own land. But all Japanese Americans, including the American-born second generation, fell victim to the hysteria that followed Pearl Harbor, and to the mass media's "yellow peril" campaign. President Roosevelt was repeatedly told by the FBI and his civilian and military advisers that the Japanese American population had an unblemished record of loyal responsibility and citizenship, but this information was suppressed, and he consequently signed Executive Order 9066, which allowed for the exclusion and transportation of people of Japanese ancestry from designated military areas to camps specially built in unpopulated corners of the western and midwestern states. In effect the war zone was the entire Pacific coast, including California, Oregon and Washington state, where the Japanese had traditionally settled. The vast majority of those



Alan Parker (left) explains how a 1942 photograph led him to make a film about a wartime injustice in America

had one in my hotel bathroom, to remind me who I was making the film about.

"This is a photograph of my father, uncle and great-grandfather," she said shyly. I couldn't believe it. I grabbed hold of her, kissed her, and dragged her into the outer office to show her, and her treasured photograph, to everyone. I asked to meet her father, Gerry Aso, the small boy in the famous photograph, and duly met him for lunch. Mr Aso, now a Portland dentist, said he was photographed at Hayward, California in 1942 with his brother, Bill, and grandfather, Sakutaro Aso, before being sent to the camp at Topaz,

Utah. The old man had run a very successful laundry and dyeing business before internment, which accounts for his immaculate appearance in the photograph.

Two months later, during filming, I walked through the gates of the internment camp we had rebuilt for the film, past the guard towers with their machine guns. With me was Gerry's brother, Bill, the other small boy in the photograph. We went into the wooden tar-papered hut that the film's Kawamura family live in, and sat on a metal bed. For a long time he just stared at every detail in the room.

Finally he settled on the newspapers stuffed into the cracks of the walls to keep out the desert dust. "You've got it all," he said. "All this from my photograph?"

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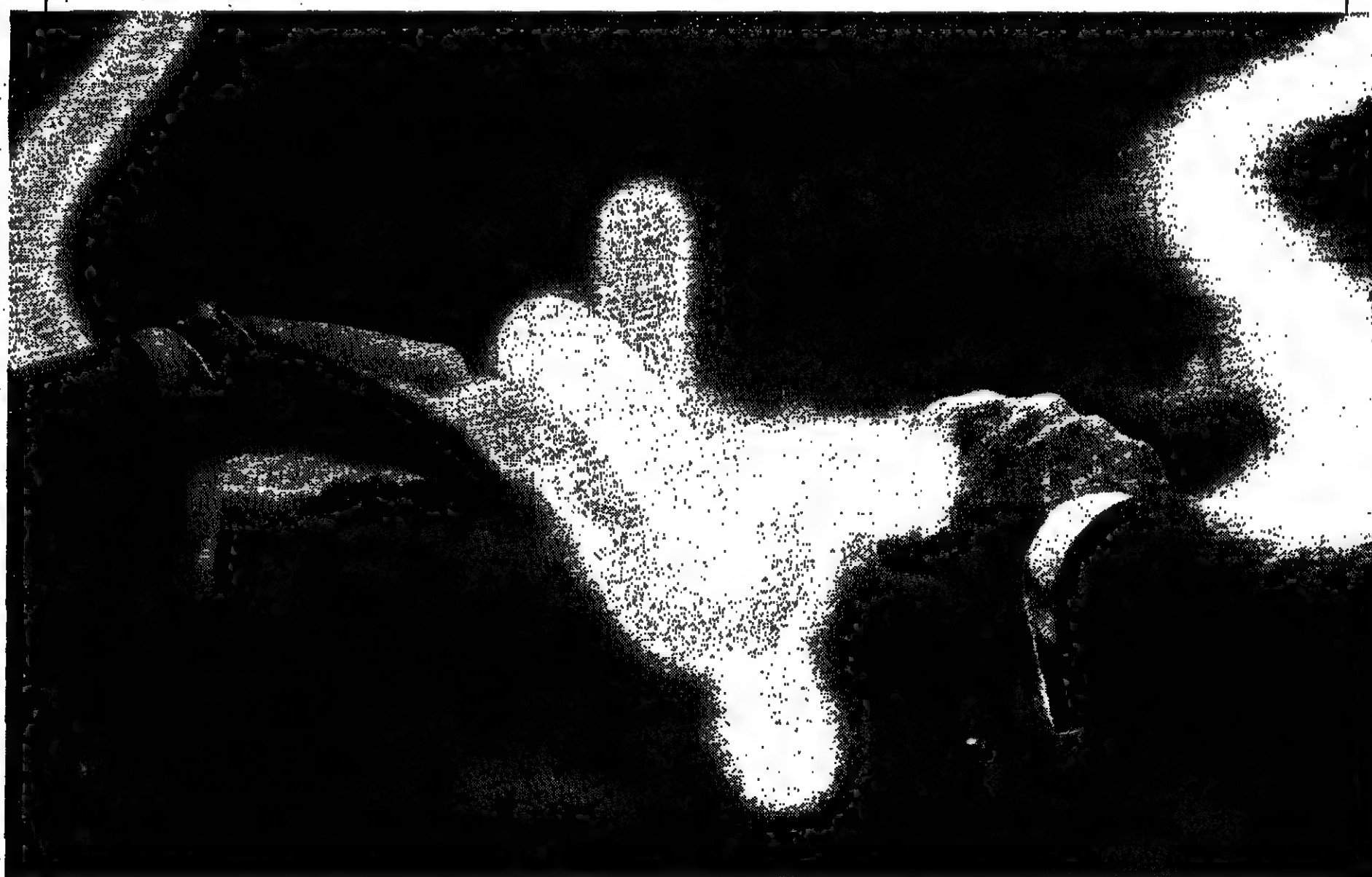
In 1988 Congress finally approved the Civil Liberties Act, an official apology on behalf of the government which recognized that the internment was a result of wartime hysteria and racism, and authorised \$20,000 in reparations to each survivor.

Come See the Paradise opens in London today and nationwide on January 11.



Faces that launched a film: detail from Dorothea Lange's 1942 photograph of Sakutaro Aso with his grandsons

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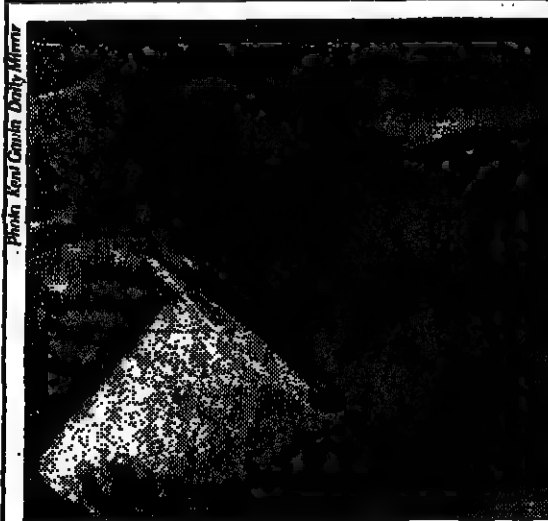
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## BRIEFING

## Irony twist

WHAT do "growing trees, mucking about in boats and arguing about operatic tenors" have in common? According to *Dad's Parliamentary Companion*, they are the leisure pursuits of the new arts minister, Timothy Renton. The old Etonian is perhaps not a record collector in the same league as his predecessor, David Mellor — but the arts world will probably settle for a minister who is shorter on CDs but longer on months in the job. Renton says he has been going to art galleries since he was 17, and he has been an active supporter of Glyndebourne since 1973.



Timothy Renton: interested in boats, trees and tenors

## Italian Romeo

NORTHERN Ballet Theatre, now settled in its new home in Halifax, has engaged the Italian choreographer, Massimo Moriconi, to create a new *Romeo and Juliet* for this season. The full-length ballet, based on Prokofiev's music, will be premiered in Blackpool on February 12.

## Last chance...

WHEN Larry the Liquidator is about, so is the unacceptable face of capitalism; and these are what Jerry Sterner, an American businessman turned dramatist, exposes in his play, *Other People's Money*. The efforts of Lawrence Garfield, the crass, asset-stripping monster, to dismember New England Cable and Wire provide a stimulating and authentic insight into corporate power-struggles. Martin Shaw plays the villain, Maria Aitken the flamboyant lawyer and Paul Rogers the chairman, Jorgensen. At the Lyric (071-437 3686) until tomorrow.

## ROCK

## Let it be a protest song

Paul McCartney's "political" new record is unlikely to change the world, thinks David Toop

It is a pop music, as in politics, timing counts. How else can the tabloid future generated by Paul McCartney's pleasant Christmas single, "All My Trials", be explained? On the surface, surely this is just another cover version, aimed at a chart already bowed under the weight of ancient songs and seasonal novelties.

Attentive and historically aware listeners will note that McCartney has made only minor adjustments to an American folk-spiritual that was popular among Liverpool groups such as the Beatles and the Searchers during the early Sixties. He probably learned the song during the last days of the skiffle era.

The sentiments of "All My Trials", however, do diametrically oppose those of another song from the early repertoire of the Beatles. "The best things in life are free, but you can keep that for the birds and bees" are the words which begin Barrett Strong's "Money". McCartney, rich enough to be an authority on the subject, would probably now cite them as the perfect summation of enterprise culture and 11 years of Thatcherism.

By contrast, "There's only one thing that money can't buy, true love that will never die." That is the opening line to "All My Trials". Heard in isolation, the relevance to Britain's poor and homeless or our ailing health service does not immediately spring to mind. Much of the controversy, in fact, can be traced to the press release which preceded the single. "There are millions of people in Britain who are suffering and this song's for them," wrote McCartney, promising a video that would prick our collective conscience as we attack the Christmas dinner.

During a week in which the most surprising people have joined forces to praise Margaret Thatcher, the message has found its mark with a greater impact than most of the anti-Thatcher pop songs released while she was in office. Although the last decade was marked by an upsurge of benevolent feeling within rock music and a steady itinerary of causes to protest or support, no pop song managed to shake the composure of the government. From The Beat's "Stand Down Margaret" to Morrissey's "Margaret on the Guillotine", the prime minister remained unmoved, and unchanged.

Perhaps there is an inherent absurdity in the idea that pop lyrics could ever change the world. When Donny Osmond sang "Let My People Go" in 1972, there were no sudden outbreaks of freedom. In the same year, McCartney's "Give Ireland Back to the Irish" failed to convince Edward Heath, and only succeeded in confirming the music business adage that there is nothing like a radio ban to enhance record sales.

Titles that make impossible demands are highly vulnerable to this charge of absurdity. Can posterity be kind to "Stand Down Margaret", when 11 years has ensued between the

wish and its eventual fulfilment?

Many of the most powerful popular songs addressing political and social issues depend upon a strong atmosphere rather than slogans. Two singles that were released as attacks on Thatcher policies will still be remembered when more direct messages have passed through a veil of embarrassed amnesia: Elvis Costello's protest against the Falklands war, "Shipbuilding", as sung by Robert Wyatt, and "Ghost Town" by the Specials. The poignancy of "Ghost Town", a No 1 single during the urban riots of 1981, articulated a mood in the inner cities that was otherwise being expressed through destruction.

"This town is coming like a ghost town, Why must the youth fight amongst themselves? Government leaving youth on the shelf."

This town is coming like a ghost town, No job to be found in this country."

Unfortunately for idealists who believe that words are the vital element of rock, it is the blunt rhythmic noise of the music and its associated behaviour that is more likely to cause tremors in parliament. Drugs, loud parties, record piracy, home taping, pirate radio, warehouse parties, pilgrimages to Sunningdale and so-called acid house raids have been the sort of issues to attract the attention of Westminster and the police.

By this token, "(You Gotta) Fight For Your Right (To Party)" by The Beastie Boys was the consummate protest song of the Eighties. In comparison, Billy Bragg's grating renditions of "The Red Flag" and "The Internationale", released earlier this year, missed their moment by at least three decades.

With roots in the folk revivals of Britain and America, the urgent rebellion of rockabilly, the suffering voices of black gospel and the raw energy of rhythm and blues, rock and pop music will always return to protest. Despite the suffocating effects of corporate packaging, the compulsion to speak out against injustice affects even the wealthiest and most anodyne of rock stars.

Phil Collins proved an exemplar of this point with his video for "Another Day in Paradise". Contrasting his high-profile, high-gloss approach to homelessness with, say, the glorious, though indecipherable, thrash-metal assault of Napalm Death on subjects such as environmental pollution and consumerism, it is hard to decide which is least effective as a force for actual change.

Whatever limitations a three-minute song may suffer, these are not necessarily shared by rap. Just as the spoken word can be an alarmingly effective vehicle for monologues on personal prowess, it can also convey more complex observations about



Paul McCartney at a demonstration in Sussex last month

issues such as race, education and violence.

Brother D's "How We Gonna Make the Black Nation Rise" and "The Message" by Grandmaster Flash acutely observed two aspects of a growing disenchantment among American blacks in the Eighties. With a chorus that threatened "Don't push me, cause I'm close to the edge", the latter track's success as a clever pop song ensured its enshrinement as the ultimate in hip protest.

Rap performers such as Public Enemy and KRS-1 have pursued the polemical potential of rap far beyond the social realism of "The Message", the intensity of Public Enemy's sound, their rhetoric and their confronta-

tional stance are essential ingredients in a highly commercial appeal. The controversy that pursues the group seems to suggest that popular music with a political aim can have far-reaching effects, but this notoriety has largely arisen from views expressed in a single newspaper interview.

Record companies have been known to terminate their agreements with acts for reasons relating to racist lyrics or bad behaviour; protest, however, is part of the fabric of the industry. As Joan Baez (Another person who has recorded "All My Trials"), once said, "I don't think they would care whether I was a communist or a fascist if I would commit myself to making platinum singles."

## OPERA

## Multum in parvo

As the BBC *Ring* cycle nears its climax, Paul Griffiths considers the success so far of this ambitious television project

Nothing searches out the problems of television opera more relentlessly than the *Ring*. Epics cannot comfortably be condensed into packing cases, besides which the dimensions of the small screen have to seem diminutive in comparison with the volume of a Wagner orchestra and Wagner voices. Then again, a drama of, and for, society — made to bring together the same people for four long evenings — cannot easily keep its qualities of dedication and community when it becomes another television serial. And though subtitles provide the best means for conveying sound and sense simultaneously to spectators without German, Wagner's words are not the easiest to transpose into language for reading.

The version on BBC 2, recorded at the Munich Opera a year ago and reaching its penultimate episode tomorrow, has illustrated these awkwardnesses all too visibly. The subtitles, frequently offering only a précis of the sung words, have been inadequate, and, unlike the Bayreuth production by Patrice Chéreau that was broadcast a few years ago, Nikolaus Lehnhoff's version has looked short on visual magic and surprise.

Where Chéreau had a wonderful theatre dragon on wheels, for instance, Lehnhoff visualised Father as an ugly great mechanical tongue lolling out of a cave with a pair of headlights for eyes. The Rhinemaidens and the Valkyries, too, have been distinctly ordinary in this production, in ways which might be unusual or unsettling in the theatre — the Rhinemaidens as vamps on soft furnishings — but which lost their frisson with the transfer to tape.

We have also been seeing an awful lot of swirling cloud in the long orchestral transitions, for example in the third act of *Siegfried*, where shots of an idiot-grinning hero peering through the mist were barely adequate for the approach to sexual initiation. Part of the problem, of course, is that these passages are thoroughly justified in the theatre — practically, in terms of providing

opportunity for scene changes, and aesthetically, in presenting movement through time and space — but that they lose both those justifications in the instant world of television.

The difficulty of putting the *Ring* on the box is not only a matter of confined space and limited viewpoint but also a question of inappropriate timescale. These episodes have pointed up the deadly compromise of this version, which is neither a frank transcript of a theatrical performance nor an interpretation using the resources of television.

The short attention span of the television eye, besides breaking up the big orchestral moments and, to a lesser extent, the long dialogues of the piece, has perhaps also emphasised the disparities in Lehnhoff's production which, in the way of post-Chéreau *Rings*, has ranged and jumped freely from worlds of myth and fairy-tale to 19th-century parlours and science fiction. In the theatre, no doubt, and seen in longer sweeps, it would all have seemed much more coherent.

In the theatre, too, the principals will have seemed more immediate: television is unwelcome to the operatic voice, which it insidiously presents as unreal. But still there have been some impressive performances, most notably from Robert Hale as Wotan (making one regret that both the recordings currently in progress use another singer), Ekkehard Wächter as Alberich and Robert Tear as Loge.

Less impressive have been the introductions, which even at their best — in Germaine Greer's exploration of the father-daughter motif before Wotan's farewell, or Julia Neuberger's detached, puzzled look at Wagner's anti-Semitism, simultaneously an acceptance and a rejection — have been dwarfed and scorched by proximity to the work itself. Moreover, they have made, in their diverse use of video-recording trickery, is that a real television *Ring* would have to be one specially made for the medium.



Idiot grin? René Kollo in the title role of *Siegfried*

## RECORDS: ROCK

## Baby-boomers

Peter Gabriel: *Shaking the Tree* (Virgin PGTV D 8)  
Robert Palmer: *Don't Explain* (EMI EMDX 1018)  
Steve Winwood: *Refugees of the Heart* (Virgin CDV 2550)

NEITHER Peter Gabriel nor Robert Palmer nor Steve Winwood performed at *Live Aid* in 1985, but it was no coincidence that the following year all three of these middle-aged Englishmen emerged from their respective home studios and traded in their previously modest solo careers for global superstardom. They were among the prime beneficiaries of a transformation in the rock marketplace brought about partly by *Live Aid* and partly by the rapid spread of CD technology. An ageing generation of flash baby-boomers, having had its interest in rock rekindled, was on the lookout for music of maturity and distinction.

Peter Gabriel's *Shaking the Tree*, sub-titled "Sixteen Golden Greats", is a lopsided compilation of favourites from his back catalogue. With five tracks (including "Sledgehammer" and "Big Time") taken from his megaton opus *So*, and four songs (including "Games Without Frontiers" and "Biko") lifted from the stark soundscape of his eponymously-titled third album, the collection accurately reflects the high concentration of excellence that attaches to those two releases.

Even so, Gabriel's album, which is culled from a timespan of 13 years, demonstrates a greater consistency of purpose than does Robert Palmer's *Don't Explain*, merely the latest musical snapshot to be added to an increasingly bizarre portfolio.

Palmer introduced the idea of heavy rock co-existing with bossa nova on his last outing, *Heavy Nova*. On *Don't Explain*, even greater extremes of mood are segregated between four sides of vinyl: from the raucous sub-metal thrash of "Your Mother Should Have Told You" to the lush orchestration of the Rodgers and Hammerstein standard "People Will Say We're In Love". The trouble with such a militantly catholic approach is that Palmer emerges as not so much the master craftsman selecting colours from an intriguingly wide palette but more the dilettante, grat-

uously dabbling away but with no firm grip on any one style.

Although blessed with the best voice of the lot, Steve Winwood has become a musician of such refined sensibilities and impeccably laid-back demeanour that his *Refugees of the Heart* is a positively somnambulant affair, bereft of wit or spark. There is a threadbare, second-hand feel to the material, especially the funky politesse of "Come Out and Dance" which bears a suspicious resemblance to Peter Gabriel's "Sledgehammer".

DAVID SINCLAIR

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## GALLERIES

# The liberated millionaire is not flagging

**Jasper Johns, the artist with the seven-figure price tag, is in London for two shows. He is interviewed by Richard Cork**

He is laugh, when it arrives, is surprisingly eruptive. The austere, silver-haired man in the all-grey shirt and suit suddenly becomes transformed with mirth. His face flushes, and the eyes take on an unexpected impishness. It gives the lie to the legend that Jasper Johns is, above all, aloof — an elusive artist who usually shies away from interviews.

The first guffaw of our meeting came when his attention was caught by the poster for his drawings retrospective at the Hayward Gallery. After scanning the reproduction of his classic 1957 pastel of the American flag (the image with which he is still most closely associated) Johns' gaze came to rest on the sponsor's prominently printed name and logo. "I see Texaco appears on the poster twice, but I am only mentioned once," he said, in mock consternation. "Maybe I should get myself a logo, too."

Part of Johns' good humour might have derived from seeing how well his exhibits are displayed, both at the Hayward and at the Anthony d'Offay Gallery where more recent drawings are on show. Unlike so many artists, who only feel close to their current work and whose at the thought of a retrospective, he surveys the past 35 years' output with ease. "Everything looks as you remember it," he says, "and there are very few surprises. Most of the work exists in my mind as a template, which fits the thing itself when I see it on the gallery wall."

Total recall is only to be expected from an artist who consistently reads off his previous work. He is still, at 60, preoccupied with many of the images which established his precocious reputation in late-1950s New York. Over the past couple of decades he has deliberately withheld major examples of his work from sale. "I would sort of like to keep everything," he would say, "although I know it's impossible."

There would certainly be an outcry from museums and collectors throughout the world if the availability of Johns' work were suddenly curtailed. His pre-eminence started was resoundingly reinforced two years ago, when a celebrated early painting fetched \$17 million (£9.5m): an auction record for a living artist. Johns' American dealer, Leo Castelli, can now ask \$1.5 million (£840,000) for a new painting, but the artist himself views these dizzying figures with conflicting emotions. "What does it really mean?" he asks hesitantly. "It is weird and questionable and distasteful on some level, but the fact that I have been able to live comfortably from my work has helped me a great deal."

Before Castelli mounted Johns' first, immensely well-received show in 1958, he had been obliged to work in bookshops and then collaborated with his one-time close friend Robert Rauschenberg on designing department-store displays for Bonwit Teller. Since then, accelerating financial success has enabled him to concentrate solely on his work, either in a Manhattan townhouse which used to belong to Gypsy Rose Lee, or in an idyllic retreat on a Caribbean island.

Although he acknowledges that his millionaire status "might have an inhibiting effect on my work," he also sees it as a liberation. "It has made me more willing to take chances," he says, "to question the possibilities of my thought and what might or might not be considered interesting," he explains. "It throws finished work into the past tense more quickly, and provides me with a trigger for the new."

Perhaps the greatest change occurred a few years ago, when he started basing some of his work on paintings by Grünewald, Munch and Picasso. Using their images as a starting-point could hardly be further removed from his previous strategy. The flags, targets, maps, numbers and ale cans of his early pictures were all familiar, standardised objects, whereas the plague-stricken figure from Grünewald's Isenheim altarpiece, and Munch's elderly self-portrait, "Between the Clock and the Bed", are outstanding works of European art.

Johns acknowledges the difference, and does not pretend to understand why the change happened. He is refreshingly honest about the aspects of his work which mystify him, and is quite prepared to say "I don't know" whenever a question defeats him. But he thinks these two kinds of imagery may be linked after all. "In both cases," he says, "the initial image ends up accommodating my own play of form. The first flag came to me in a dream one night. I simply got up and began it. A gift of that kind bypasses the need to decide what to paint, and it set the model for other, equally ordinary objects. Before I used it the flag was somehow invisible: everyone knew it, but nobody ever looked at it. The seeing that people did with the flag was not really what I would call seeing."

In Johns' infinitely resourceful and subtle art, those ubiquitous stars and stripes became a source of extraordinary richness and mystery. As for the suffering figure in Grünewald's painting, Johns grew involved with him after receiving a large portfolio of the Isenheim altarpiece "with a lot of very beautiful details. Looking at them, I thought how moving it would be to extract the abstract quality of the work, its patterning, from the figurative meaning. So I started making these tracings. Some became illegible in terms of the figurative, while in others I could not get rid of the figure. But in all of them I was trying to uncover something else in the work, some other kind of meaning."

Whether the springboard was a flag or a Grünewald, therefore, Johns aimed to make us look, as if for the very first time, at an image we might otherwise take for granted. The metamorphosis

it undergoes is bound up with his unusually protracted working method, too. The densely worked surfaces of these drawings, often carried out in a complex mixture of media, testify to the time they took to finish. Johns thinks of himself as lazy, and says "I would be delighted if I could do a quick drawing. A long time ago my friend John Cage said to me: 'You should have a way of

working that doesn't take such a long time.' So I made a drawing called 'Broken Target' in half an hour. I was very happy, but I have since relapsed."

Although his regret is genuine enough, I cannot imagine Johns ever remaining satisfied with a less cumulative and steadily mediated procedure. While working, he thrives on the ability to "look away and



Portrait of an unexpectedly impish artist at 60: Jasper Johns before his "Unnam'd Work (August)", at London's Anthony d'Offay Gallery

then look back", incessantly revising and deciding that a void needs filling, or that lightness should become dark. Maybe a stern work ethic impels him as well, for he admits that "I may have inherited something from my Protestant farming background in South Carolina." He had an insecure childhood, moving between different relatives' homes after his mother

left the family. But one new drawing at the d'Offay show contains an affectionate reference to early memories. "I think of it as a portrait of my grandmother," he says, describing with relish how "she used to sit at the piano and sing 'Red Sails in the Sunset'." The laugh explodes all over again, filling the dull November morning with infectious, puckish delight.

The Drawings of Jasper Johns, Hayward Gallery, South Bank, London SE1 (071-361 0127), daily 10-6 (Tues, Wed until 8), until Feb 3.

Jasper Johns, New Drawings and Watercolours, Anthony d'Offay Gallery, Dering Street, London W1 (071-599 4100), Mon to Fri 10-5.30, Sat 10-1, until Jan 11.

Tomorrow: John Russell Taylor on Johns at the Hayward.

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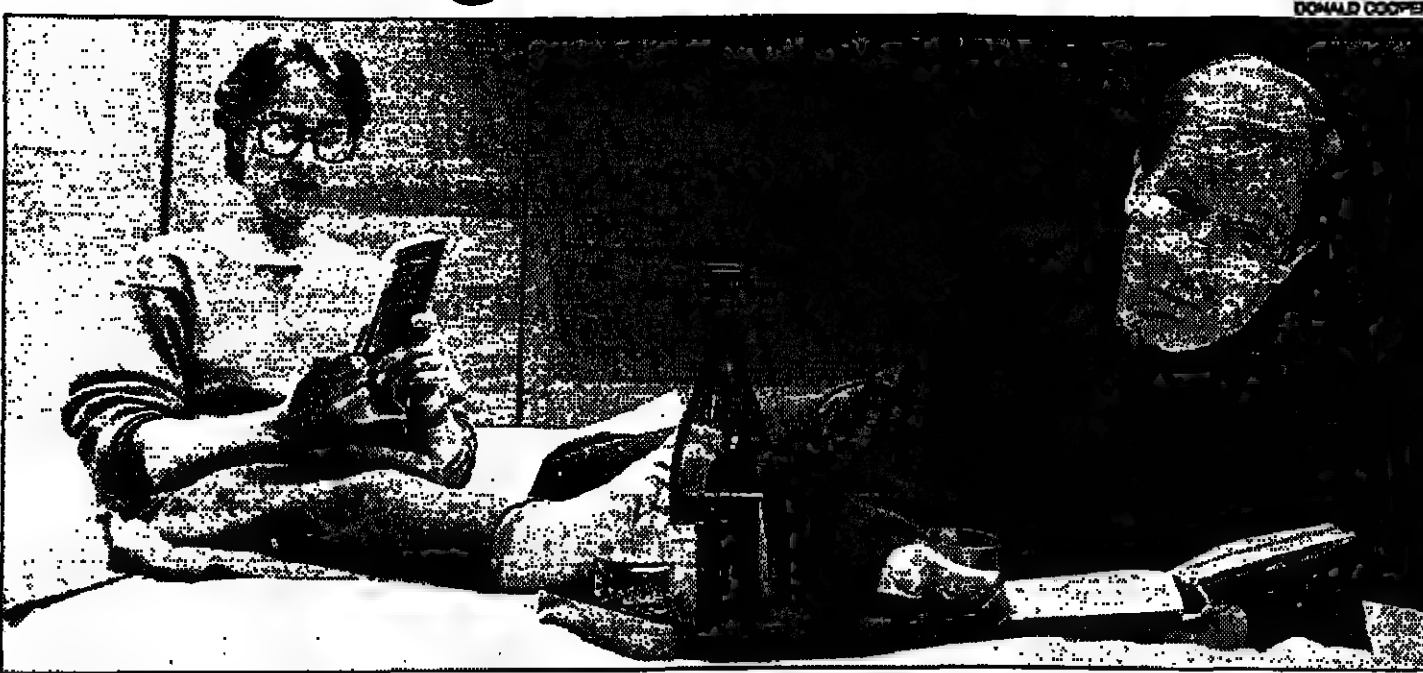
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## Grinding wheels of wedlock

Communication on selfish terms: Marianne (Penny Downie) and Johan (Alan Howard) in Ingmar Bergman's *Scenes from a Marriage*

## THEATRE

Scenes from a Marriage  
Wyndham's

A STRIPPED pine wall; stripped pine furniture; a wooden floor. The stage is stripped for action, ready for two souls to bare themselves to Ingmar Bergman's teasing, dipping and thrusting scalpel. This *Dance of Death* for the affluent Scandinavian welfare state arrives in London from Chichester where the performance was reportedly harrowing. And a sleekly stylized sitcom for the burch-wig brandishing classes it has become as cool, empty and unemotional as Simon Higlett's set.

In Chichester's Studio Theatre the piece probably drew the audience in; without an interval

the mood must have been cumulative and unstoppable. As so often, a production has not travelled well to the West End. We have time to notice the characters' lack of background and depth; time to long for somebody to bang their heads together; time to wonder why, in this sporadic sampling of a decade-long marriage break-up, they took such a time to bore one another into divorce.

Above all, there is time to realise that they are utterly uninteresting people. Unlike George and Martha in *Who's Afraid of Virginia Woolf?*, another couple mundanely locked into a cold-war embrace of love and hate, Bergman's Johan and Marianne give no indication why they can run the gamut in one scene from love on the office floor to stumped murder; why, in short, they need and reject one another.

Perhaps they are intended to be prize bones. Therein lies the director's inability to identify with anyone else or to communicate on any but the most selfish terms. Over ten years we see them happy (well, happy-ish; this is an Ingmar Bergman play), their disagreement over an unexpected pregnancy, his love for another woman and the long postlude to their marriage — their postponement of final rupture as they either over divorce, he probing, she proud, at times both half-hoping for a reconciliation.

Predictably from Bergman, the male character is fully observed, from sensual appetite to belligerent misogyny. Alan Howard's puppet crumpled face shows every feeling from outraged pride through prim complacency to little-boy poutiness: every frowny line is reluctant early middle-age, rasping voice and bleary eyes. A great actor is back on the London

stage where he gives the impression of looking for another character while tossing off this portrait with contemptuous ease. In the face of this technical tour de force, Penny Downie as a straight back. The play does itself no service with its reference to Ibsen — the couple see *The Doll's House*, she even paraphrases Nora's hope that they may, one day, know each other as real people, not role-playing strangers. Rita Russek's direction, with stage hands solemnly moving furniture between rounds, deflating any excitement the players might have managed to whip up, fails to make this more than an egocentric's emotional confession, of the sort one might be trapped into hearing at a Hampstead cocktail party. It went well on television. Who cares?

MARTIN HOYLE

## THEATRE

The Healer  
Old Red Lion

THE title of John Clive's play can only be ironic, recalling Biblical remarks to do with physicians, moths and beams. And so it proves as we become acquainted with the domestic life of Walter, the carefully smiling, tightly controlled psychiatrist.

Clive, director, Union 212's London debut two years ago, is a meandering version of *The Bitter Tears of Petra von Kant*, and here he directs his own writing debut. It is an absorbing, though sometimes wobbly, look at the motives of a man who claims for himself the role of healer, but whose emphasis on the superior role of reason renders him suspect.

One of the play's four characters appears only in the opening scene where two hospital patients worry at their feelings, while Walter calmly reads his newspaper in the background. The gentle, moon-faced Gordon (David King) murmurs, "To be, and not to be: is that the answer?" and then departs from the play — the sort of casting

profrigate seldom practised nowadays. His question reverberates as the right approach: the observer must become the observed.

The other patient is Alfie, troubled by almost terminal self-doubt and marvellously played by Philip Davis as a jittery, hand-twisting worrier. His awkward arguments never break through Walter's bland condescension but the author allows him sharp phrases that stick in the other's skin and account for Alfie's presence in Walter's dreams. The car ride dream is neatly staged.

The play only hints at Walter's fears, and in order to suggest these slips back to the not-so-swinging Sixties. The shift is awkwardly contrived by making his wife Rosie squeeze into a miniskirt; but Eileen Nicholas sheds her gilded years of marriage to reveal a beautifully mischievous student. Terence Wilson gives Walter the smooth carpool of confidence, gradually denting until he is trapped by a curious accident involving piano wire and a door. To open, and not to open: is that the answer? As Alfie sheepishly observes, "You've got to admit, it has its funny side."

JEREMY KINGSTON

THEATRE  
Sophie!  
New End, Hampstead

SOPHIE Tucker was a Russian-born American singer who blended schmaltz and smut, if you will, or sentimentality and plain-speaking, if you prefer. Her best known songs were "My Yiddisher Mama" and "Some of These Days". She died in 1966 after a 60-year career, the last of the great vaudevillians. Her songs were interspersed with risqué jokes.

Bernard Kopp's play with music, subtitled "The Last of the Red Hot Mommas", is an attempt to give an overview of such a performer, bravely going for a direct portrait, with Eve Ferret given the unenviable task of flinging the outsize dresses. Ferret is a spirited woman, with an increasingly confident voice, but she is neither fat nor old, which the structure of the piece in times requires.

Framing, and occasionally threatening to swamp the action are Louis and Teddy, ageing attendants to the star, who summon up her spirit, which then recounts and re-enacts her life.

THEATRE  
Freddie Earle and Jon Runny  
a fine comic duo, a sort of Tweedledum and Tweedledee, slipping in impersonations of Laurel and Hardy, Groucho Marx and, particularly, Jimmy "Schnozzle" Durante.

They fetch and carry, partner and bicker with the star, frequently upstaging her while flamboyantly preparing the succession of dishes she demands, from spaghetti bolognese and strudel to fruit salad.

Simon Gilman (piano) and Simon Fogg (double bass) provide the musical foundation, but were not always in agreement with Ferret, Runny and Earle as to the key or tempo to be used. Sheer nerve and grit got the company over the stickiest moments. When Ferret hits her stride in the second half "moodily" of Tucker, songs, and whenever Earle and Runny strike a particularly rich vein of semi-sleazebag and bitchy badinage, the piece comes to life.

The show fails to paint a convincing picture of the character of the woman it celebrates. Ferret cannot be faulted for her commitment, but nature and time prevent her from being Tucker in anything but spirit.

TONY PATRICK

THEATRE  
Theresa  
Garage, W. Hampstead

A COUPLE of minutes from West Hampstead tube station, this smartly white and high-tech space may once have harboured cars but is now a centre for Jewish Studies organised by the Spiro Institute. For the next two weeks Julia Pascal's poignant and bitter play is showing here, and the photographic-studio look of the piece (designer: Penny Pitt), lit by high lamps on tripod, gives an aply

nightmarish clarity to the ordeal of Theresa Steiner, born in Vienna, died in Auschwitz.

For 20th-century Jews this turned out to be an all too common *lebensbahn*, but Theresa's itinerary takes in the less familiar stopping-places of the Channel Islands. She was deported from Guernsey by the Germans, not to say fawning readiness, of British officials, which makes the facts of her story hit disturbingly close to home. Collaboration is not, after all, limited to foreign breeds.

The first of the play's three sections opens with Ruth Posner dancing a Viennese waltz. Grad-

ually, while the one-two-three rhythm swoops jauntily on, her arms and posture express alarm, terror and despair. Throughout the play, directed by herself, Pascal uses music to image the surrounding horror and shame. In a scene set after the fall of France, Monique Burg sings *Près Jacques* and finds her legs begin to goose-step and the words become the German equivalent.

Disarmed as a professor of music, Theresa flees from Vienna to London and finds work as a nanny. When war breaks out on Kennington, fearing raids on Kennington, takes the baffling decision to escape with her children and

Theresa to the supposed safety of the Channel Islands. Red luck compounds with the pervading cruelty.

Told in a series of short scenes, sometimes with German, French and Polish overlapping the English — a disorienting technique that has rarely seemed so effective — Pascal's play is a tense and stirring piece of theatre, acted with fierce intensity by an international cast. The drama comes as non-verbal sound again, repeated speech, and rattling train wheels reach a crescendo on the pain threshold and abruptly stop.

JEREMY KINGSTON

## NEW RELEASES

**THE BIG PICTURE** (18) Gail Aspin on television from two albums of the *Spinal Tap* Chronicle Quartet and Michael Jackson, with Kevin Bacon as a young director on the music. Cannon: Tottenham Court Road (071-636 6146) Fulham Road (071-370 2636).

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**LOVE HURTS** (18) Peter Jackson's *Love Hurts* about



## 1

which has proved several times over that quantity is not necessarily the same thing as quality. On the contrary, the shorter the piece the more it can be. Like some other films in the season, Nick Park's *Creature Comforts* lasts only five minutes but has enough meat in it to be spread over several times that length. The idea is simple. We are in a zoo and the animals wittily comment on the actions of the placid one given human voices, old and young and variously accented, and give vent to human feelings about their condition. One complains about the size of the cage and another would like somewhere a little hotter and a third declares a partiality for steak, although preferably not from a lion.

10.40 This Is David Harper: Making History. Tony Slattery with another well-aimed spoof on television investigative journalism, this week looking into the business of an entrepreneur who has just opened the world's first "Plantagenet Pressure Park". But can the Black Death be good news?

11.10 The Word. With Frank Dileo, former mascot of Michael Jackson, and Michael Hutchence from INXS.

12.10em Talkin' About Aids. Music, drama, animation and documentary combine to look at Aids from a teenage point of view.

12.40 Dancesdaze. Britton Academy is the venue for the hippest word on the dance and clubbing scene.

1.00 Film: The Mists of Lost Woman (1953, b/w). Continuing the *Kater* B season, a mad scientist experiments on women and tarantulas to create a race of invincible superwomen. Starring Jackie (The Kid) Coogan, directed by Herbert Treves and Ron Dalton. *End of the Road*.

[illegible]

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**By TIM JONES, EMPLOYMENT CORRESPONDENT**

It came as Bernard Weatherill, the Speaker, rejected a Labour call in the Commons for an emergency debate on the expected announcement by British Aerospace. With unions demanding government help to aid the switch from military orders, companies includ-

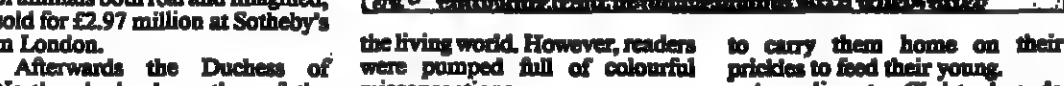
The union leaders at British Aerospace fear that the company's announcement, expected on Monday, could create nearly 20 per cent redundancies in its military aircraft division. Mass meetings at six plants, including two which could be closed, will be held on Monday and cutbacks are likely to affect plants at Kingston, west London, and Preston, Lancashire, where Harrier and Tornado aircraft are made.

**Union criticism, page 7**

He said: "With any two armies of this size and with this sort of fire power it's inconceivable that the casualties will not be large. Hopefully it will all be one way." But the Iraqi army, he said, had fought a war with Iran for eight years and had been prepared to take and inflict heavy casualties. Britain has

But in spite of the warning from Brigadier Cordingley, there is still widespread confidence among his regimental and battalion commanders that they can overcome the Iraqis with superior firepower and, above all, with superior tactics. These two factors will themselves limit the number of

The book represents a bid in the 1250s when medieval Richard Attenboroughs enlightened their audiences with revelations about



to be so big that sailors land on their backs thinking they are islands and when we are told hedgehogs roll in grooves in order

The previous record for a British manuscript was the £1.4 million paid in 1988 for the Hours and Pastimes of Elizabeth de Bohun.

arm — as well might a minister who had just handed his successor "an unexploded time bomb" (if Mr Patten's descrip-

**MATTHEW PARRIS**

Mr Heseltine said nothing of his plans but Chris Patten, the former environment secretary who is now

Labour, as a tax which took most from those who could afford least.

**CROSS**

- 1 Where a Frenchman embraces his lady-love (4-1-5).
- 6 Dwelling of note (4).
- 10 Press Association going into well-known group of papers (4-3).
- 11 Hell, say, turned red (7).
- 12 Clasp belted girl - arms oddly to convey a message (9).
- 13 Language used by sixteen or so fifteen-year-olds (5).
- 14 Put in the picture, in short (5).
- 15 Spill the beans at entrance to shopping arcade and become crestfallen (4,5).
- 17 People raking losing their heads - it's increasing (9).
- 20 Was first out of work and ran (5).
- 21 Lined up, we hear, to get great trouble (5).

[illegible]

**Concise Crossword, page 17**

### AA ROADWATCH

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**London & SE traffic, roadworks**

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M-ways/roads M4-M1	732
M-ways/roads M1-Dartford T.	733
M-ways/roads Dartford T.-M23	734
M-ways/roads M23- M4	735

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a.m. Sun: 24 hr to 6 pm, 1.2 hr.

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**THE TIMES NEWSPAPERS LIMITED, 1990.** Published and printed by Times Newspapers Ltd  
1, Victoria Street, London E1 9XN, telephone 071-762 6000 and at 1, Portman Street,  
London Park, Glasgow G41 1EL, telephone 041 420 1000, Friday, November 30, 1990.  
Registered as a newspaper at the Post Office.

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- BUSINESS AND FINANCE 25-32
- MOTORING 33
- YOUR OWN BUSINESS 35
- SPORT 36-40

## Light shed on power sale options



**TOMORROW** The Times publishes a full-page article spelling out the options for the private long-term investor in the forthcoming flotation of the 12 electricity distribution companies, with a pen-portrait of each and details of the latest offers of cheap share dealing services. On Monday the Times will publish its tips for those who want to stay the course.

## Eurotunnel strategy

EUROTUNNEL could add up to 50 per cent to revenues projected in its rights issue prospectus and make higher profits if it changed its strategy to undercut competing ferry services and drive them out of business, according to a study by John Kay, Alan Manning and Stefan Szymanski of the London Business School.

In the long run, bulk ferry services could not respond to tough price competition because operating costs may be ten times Eurotunnel's. The study said this would be a risky short-term strategy if ferries managed to stay in business for some time.

## ADT sells BAA stake

MICHAEL Ashcroft's ADT has sold a large chunk of its holding in BAA, the privatised airports group, for just under £90 million.

Smith New Court and Barclays de Zoete Wedd placed 23.2 million shares, or 4.6 per cent of the BAA equity, at 389p. The price compares with an average buying price thought to be just under 360p and probably leaves ADT, which has 17 million BAA shares - 3.4 per cent - with only a very modest profit after financing costs.

Market report, page 29

## THE POUND

US dollar 1.9697 (-0.0155)  
German mark 2.9187 (-0.0093)  
Exchange index 94.5 (-0.1)

## STOCK MARKET

FT 30 Share 1674.8 (-11.4)  
FT-SE 100 2136.6 (-8.7)  
New York Dow Jones 2519.80 (-15.35)  
Tokyo Nikkei Ave 22712.60 (-341.28)

Closing prices... Page 31  
Major indices and major changes Page 29

## INTEREST RATES

London: Bank Base: 14%  
3-month Interbank 13% 13 1/4%  
3-month eligible bills 12 1/2% 12 1/4%  
US: Prime Rate 10%  
Federal Funds 7 1/4%  
3-month Treasury Bills 7.05-7.03%  
30-year bonds 103 1/2-103 1/4%

## CURRENCIES

London: New York: £: \$1.9697  
€: DM2.9187  
S: Sfr2.9187  
FF: FF5.0470  
Y: Yen132.25  
Indo: Ind54.25  
ECU: ECU10.3637  
SDR: SDR10.3637  
E: ECU1.28856  
S: SDR1.36591

## GOLD

London: Gold: AM \$355.25 pm \$356.80  
close \$356.25-356.75 (197.25-197.75)  
New York: Gold: \$355.55-356.05

## NORTH SEA OIL

Brent (Jan) \$33.10 bid (\$32.90)  
Denotes latest trading prices

## TOURIST RATES

	Bank	Rate
Australia \$	2.45	2.45
Austria Sch	2.15	2.15
Belgium Fr	80.15	80.15
Canada \$	2.30	2.30
Denmark Kr	7.46	7.46
Finland Mk	10.27	10.27
France Fr	166.63	166.63
Germany DM	3.36	3.36
Greece Dr	166.63	166.63
Hong Kong \$	7.75	7.75
Ireland Ir	7.75	7.75
Italy Lit	2036.27	2036.27
Japan Yen	166.63	166.63
Netherlands Gld	1.93	1.93
Norway Kr	4.76	4.76
Portugal Esc	200.48	200.48
Spain Ptas	166.63	166.63
Switzerland Fr	7.46	7.46
Turkey Lira	50.00	50.00
USA \$	1.93	1.93
Yugoslavia Dnr	21.00	21.00

Rate for small denomination bank only as supplied by Barclay Bank PLC. Different rates apply to travellers' cheques.  
Retail Price Index: 190.3 (October)

# Jardine Matheson threatens to delist from HK exchange

FROM LULU YU IN HONG KONG

JARDINE Matheson, the largest British group in Hong Kong, has threatened to delist from the colony's stock exchange. Greg Terry, Jardine's general counsel, said the company would seriously consider making the move unless it was granted exemption from primary securities regulation in Hong Kong.

He cited uncertainties arising from Hong Kong's return to Chinese control in 1997 as the prime reason for seeking an "exempt listing". He said the group, which is listed on the London stock market, would prefer to be regulated by British authorities.

Mr Terry said: "We already subscribe to the most optimistic scenario of the Hong Kong situation. It is not a question of

whether we are confident in Hong Kong. It is whether we feel that the government which controls our enterprise and our assets should be a government under the control of the Communist party."

Mr Terry's remarks reflect Jardine's increasing determination to pull out of Hong Kong gradually after regaining as the most powerful hong, or trading houses, for more than 150 years.

The group sounded the first alarm six years ago when Hong Kong Land, its property arm, switched to Bermuda amid worries over 1997. The move sent share prices tumbling and set a trend which led to more than a third of Hong Kong's 290 public firms now being incorporated overseas.

By 1990, all Jardine's subsidiaries,

including Dairy Farm International, Mandarin Oriental, Jardine Strategic and Jardine International Motoring, had acquired foreign bases and listings. They have also redenominated their accounts in American dollars and adopted international accounting standards.

But despite obvious attempts by the controlling Keswick family to steer out of Hong Kong, this is the first time the group has made public its post-1997 scepticism. In the past, Jardine officials had cited tax and business excuses, rather than political reasons, for their overseas activities.

Mr Terry said: "If we are to find a sensible regulatory regime in Hong Kong, we need to begin by recognising the special reality of Hong Kong. In 1997, Hong Kong will become a special administrative region

of the People's Republic of China. This has important implications."

He proposed an "exempt listing", which would place the Jardine group in a special category with international corporations such as IBM, Shell and Sony.

Mr Ermanno Pascutto, executive director of Hong Kong's securities commission, said the stock exchange was considering minimum regulatory standards for overseas firms seeking a secondary listing in the colony, but did not think Jardine would qualify.

"They [Jardine] are turning this concept on its head. How can it be appropriate for London to regulate a company whose main business is in Hong Kong? If Hong Kong's securities requirements do not apply to overseas issuers listed on the stock

exchange of Hong Kong, then they will fail to protect investors in Hong Kong or the integrity of the market here."

Jardine has engaged in a long-running feud with Hong Kong's securities watchdog since market reforms were adopted after the 1987 global crash. The company has criticised the commission and the government for over-regulating the markets and hampering the freedoms of companies domiciled abroad.

If Jardine Matheson took the lead to delist from Hong Kong, it would certainly have a lasting effect on the market. The company is the ninth largest on the stock exchange, with a market capitalisation of more than HK\$20 billion (£1.3 billion). It is one of the most profitable groups, with interests from property, to shipping.

# Debt warning hits Barclays' profit outlook

By JOHN BELL, CITY EDITOR

BARCLAYS Bank has issued a further warning of worsening bad debt problems, which triggered fresh concern over current-year profits.

Analysts have lopped 70 per cent from their forecasts made earlier this year and now expect the bank to make little more than £1 billion in 1990.

Barclays shares closed 18p down at 364p yesterday. They have lost 10 per cent of their value in the past two days.

The grim trading statement accompanied news that Barclays is offering to pay £111 million to 330 former partners and employees in firms bought by Barclays de Zoete Wedd, the securities and investment banking arm, to buy out their remaining holdings of so-called founders' shares.

Terms of the proposed buyout imply a value for BZW of £750 million, or more than twice asset value. BZW is expected to make little more than £40 million in the current year. Barclays admits it is proposing to pay a "slight premium" over the appraised value of the unquoted BZW shares, but some analysts were pointing out to clients that quoted shares of other securities houses, such as Warburg, trade in the market at close to book value.

Because the offer for founders' shares includes a loan stock alternative, Barclays is obliged to make a statement of current trading.

This says that difficult trading conditions continued to deteriorate, with worsening bad debt experience. Corporate casualties continue to be a problem and there is a growing number of distressed personal borrowers.

Worsening conditions in the property market have caused the group to take a tougher view of its security over loans. Declining property values have reduced the quality of debts previously thought to be problem-free.

Analysts now feel that the bank will make domestic debt

provisions excluding third world exposure of about £500 million for all of 1990.

The plan to buy out remaining BZW founders' shares arises from the restructuring announced in October.

The restructuring will be simpler without minority shareholders in BZW. Independent directors of BZW advised by Lazard Brothers have recommended the proposals to founders' shareholders. The outstanding founders' shares carry 8 per cent of voting rights and represent 14 per cent of BZW's net assets.

# RBS shares higher despite provisions

By ANGELA MACKAY

HIGH bad debt provisions caused Royal Bank of Scotland almost to halve profit before tax and exceptional items from £336 million to £241 million for the year ended September 30.

However, Royal Bank shares still closed 5p higher yesterday at 149p. Analysts suggested the rise was due to a 16.7 per cent climb in the annual dividend to 8.4p.

Operating profit in the trading bank suffered the sharpest decline from £268 million to £204 million, reflecting provisions for bad and doubtful debts of £193.8 million compared with only £88 million in 1989.

The bank was a lender to some of the year's biggest failures: British & Commonwealth, Dominion International, Lowndes Queensway and A. Goldberg, the Scottish retailer from whom Royal Bank also bought the Style credit card which is not performing profitably.

On the plus side, the bank was able to retrieve £20.8 million from exceptional provisions relating to lesser-developed country debt, to push pre-tax profit after exceptional items 15 per cent higher to £262 million. In 1989, the bank made a provision of £108 million.



George Younger, chairman of Royal Bank, yesterday

# Bérégovoy endorses two-speed Emu plan

By ANATOLE KALETSKY  
ECONOMICS EDITOR

Pierre Bérégovoy, the French finance minister, has endorsed the idea of a two-speed move towards European economic and monetary union (Emu), which has been promoted openly by the German Bundestag and more discreetly supported by the German government.

He also said that the British plan for a hard ecu could make a useful contribution to Emu. This raised the possibility that a Franco-German alliance at the forthcoming European summit would accelerate moves to full monetary union among a group of "core" countries in Northern Europe. But it also pointed to a chance for compromise with the new British government.

The two-speed approach to Emu envisaged by Germany and France would allow Britain to play a full part in the creation of new monetary institutions in Europe, but to join the monetary union only when it was willing and able to do so. This might help meet Britain's long-standing objection to a European currency being "imposed". The possibility of having a version of the hard ecu endorsed by the other European countries would sweeten the Emu pill. John Major, the prime minister, repeated yesterday: "The imposition of a single currency is unacceptable."

M Bérégovoy said that a two-speed strategy to full monetary union was possible. Although the eventual aim was for Emu to cover all 12 states, there might be some countries that, on economic criteria, could aspire to monetary union, but did not want to join immediately.

M Bérégovoy added that the hard ecu could be useful for the development of a single European currency.

# MEPC's asset value down 10%

LOWER commercial property values have resulted in a 10.3 per cent fall in the net asset value at MEPC, Britain's second biggest property company. The NAV fell from 881p to 790p a share in the year to September.

Pre-tax profits rose 17.5 per cent to £150 million, while the final dividend is up 10 per cent to 13.75p, making 19p (17p). Chairman Sir Christopher Benson said that the same rate of profits growth was unlikely in the current year.

# BPB tumbles

Pre-tax profits at BPB Industries slumped from £74.6 million to £45 million in the half-year to end-September. The dividend is held at 4p.

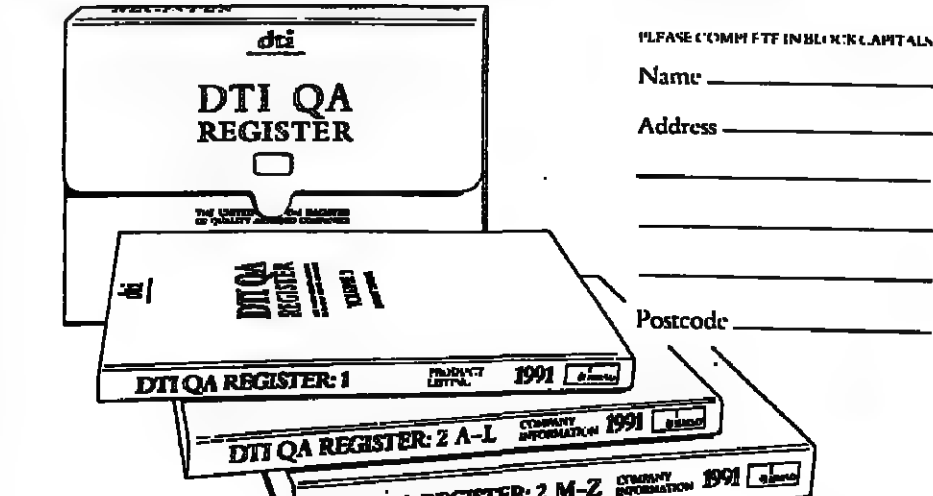
# Mountview dip

Pre-tax profits at Mountview Estates fell 14.6 per cent to £4 million in the six months to end-September. The dividend is 6p (4p).

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# Paying the price for unfair shares

By ROSS TIEMAN

TWO men are expected to be sentenced today for Britain's largest fraud involving multiple share applications. Together they made profits totalling £375,000.

Judge Robin Laurie lifted reporting restrictions at the trial at Southwark Crown Court yesterday. During the course of the trial, two under-secretaries of state had given evidence, according to one of the defendants.

On Wednesday, Jonathan Roberts, a barrister turned property investor, and Michael Row, a property investor, were found guilty under Section 1 of the Criminal Law Act of conspiring to make multiple applications for shares during the flotation of British Telecom.

Roberts, aged 38, of Peaslake, near Guildford, Surrey, also pleaded guilty to criminal deception in obtaining shares in British Gas, British Airways, and Rolls-Royce under section 15 of the Theft Act.

Row, aged 41, of Windlesham Road, Brighton, East Sussex, was also found guilty of criminal deception in obtaining

shares in six privatisation issues and the TSB Group under section 15 of the Theft Act. He was also convicted under the Criminal Attempts Act for seeking shares in Cambridge Instruments.

Peter Carey, for the prosecution, told the court of a document entitled *The Great BT Saga*. It appeared to be a record of applications made by the two men for shares in British Telecom.

Roberts made 21 applications, using various names and addresses. In total, the men applied for 262,000 shares, with a part-paid price of 50p each, and received 230,000. They sold the shares at an average profit of 38p a share, realising £90,475. Mr Carey said Roberts made 267 applications for a total of 162,000 British Gas shares, and 408 applications for a total of 163,200 shares in British Airways, obtaining half that number.

When Rolls-Royce was privatised, he sought 129,200 shares through 323 applications. Row opened an account at Standard Chartered, the bank, with £172,000 to process his applications. The

court heard. Mr Carey said Row made profits of £64,882 on British Gas, £53,741 on British Airways, £6,831 on Rolls-Royce and £25,714 on BAA. In total, Row made profits of £230,000, and Roberts made £145,000.

Roberts, a former Chancery Division barrister, told the court he had made his applications on behalf of a family trust to "get round" the prospectus warning that multiple applicants risked prosecution. When first interviewed by police in 1987, Roberts said he had an income of £100,000 a year from his business, Surrey Conveyancers. He and his wife now had net assets of £14.5 million.

Detective Inspector Peter Savage, of the Fraud Squad, said Row had an income of £40,000 a year when interviewed at the end of 1987 and owned 18 properties in Brighton. Both men were remanded in custody.

An associate, Charles Holcomb, was earlier sentenced to four months prison, suspended for two years, also for making multiple applications for shares.



# Capital Radio tunes in to 5.3% profits rise

By PHILIP PANGALOS



Sir Richard: confident

CAPITAL Radio, the London commercial radio group, achieved a 5.3 per cent rise in pre-tax profits from £15 million to £15.8 million in the year to end-September, despite flat advertising demand.

Advertising revenue fell in August and September, but there was a recovery in October. Nigel Walsley, the managing director, said: "The first part of the year is expected to be quiet, but there should be an upturn in the second half."

Sir Richard Attenborough, the chairman, said: "The quiet start to trading in the current year indicates that an upturn in advertising expen-

diture may still be some way off." But he added that the company remained confident of the long-term profitable growth of British commercial radio.

Capital's turnover climbed 1 per cent to £37.5 million, and its share of radio listeners in London rose from 25 per cent to 28 per cent despite the arrival of new stations, such as Jazz FM and Kiss FM.

Capital has benefited from the split in broadcasting frequencies, enabling it to use FM and AM wavebands, which has increased its audience and improved targeting.

Capital says it is now reaching 43 per cent of the weekly London

audience, against 38 per cent last year. FM, aimed at the 15 to 34 age group, has about 3.9 million, while AM, targeted at the 35 to 54 age group, has just under 2.5 million. Including the overlap, weekly audience figures for FM and Capital Gold rose to about 5 million.

In its first full year, Capital Group Studios, formerly Ewart Television, added £716,000 to pre-tax profits, on turnover just over £2 million.

The Duke of York's Theatre performed strongly, adding £300,000 to profits.

Mr Walsley said the Broadcasting Act offered prospects for real expan-

sion. An immediate benefit would come from lower regulatory overheads, which would fall by £400,000 to just under £600,000.

He added that Capital, which has £13 million cash, will consider applying for one or more of the national radio licences to be advertised in 1991.

Earnings per share edged up from 15.5p to 15.6p. The final dividend is raised to 3.5p, making an improved total of 5.25p (4.5p).

There was an extraordinary profit of £792,000 from the sale of Capital's investment in Builder Group. The shares firmed 4p to 149p.

## Payout held despite fall to £17.3m at Dawson

By MICHAEL TATE, DEPUTY CITY EDITOR

THE weakness in the dollar and the squeeze on spending in Britain are unpicking profits at Dawson International, the Scots knitwear and textiles group.

In trading conditions that Ronald Miller, the chairman, described as the most difficult since the early Seventies, Dawson produced pre-tax profits of £17.3 million in the six months to end-September, compared with £23.5 million a year ago.

Earnings per share have been trimmed from 9.7p to 7p, but the interim dividend is held at 2.9p a share.

Worries about the effect of the dollar on second-half trading results prompted analysts to trim their forecasts for the full year ending next March to

between £31 and £33 million. They had been looking for about £36 million against £40 million last year.

About half of Dawson's profits originate in America, and while they are expected to show an increase in dollar terms, the slide in the dollar/sterling rate will mean they suffer in translation.

The first-half figures have been converted at \$1.77, against the \$1.61 ruling a year ago, but, since September, the dollar has weakened to \$1.98.

At home, instability in the price of cashmere is causing problems, while lower consumer spending hurt the spinning, weaving and fur fabrics operations.

Mr Miller said the depressed economic climate worldwide had led to a lower level of demand for clothes and textiles. World stocks of wool were at an all-time high with an unstable price structure. Demand fell in almost every company in the group, he said, but each company made an operating profit.

The knitting companies did not suffer so severely as some of the others due to the continued progress with the development of the Ballantyne Cashmere and Pringle of Scotland brands. Pringle, with its enlarged ranges designed for the leisurewear market, has continued to grow against the market trend.

Dawson is in good shape financially. Interest cover is almost five times, and the gearing level, 40 per cent last March, is falling and should be back to about 30 per cent by the year-end.

"It is very difficult to determine when the upturn will come, but I am in no doubt that when it does, with our major development programme in place, we will be strong beneficiaries both in the UK and the USA," Mr Miller said.

## Oil group to make £6m issue

NEW London, the oil and gas exploration and production company, plans to raise £6 million through a fully underwritten rights issue of 42.9 million shares at 14p each on a seven-for-ten basis. The proceeds will be used by NRI, the American subsidiary, to acquire the oil and gas assets of ERNA Hydrocarbons for up to \$9 million.

New London reports a pre-tax loss of \$54,000 in the six months to end-September, against a loss of \$119,000. Turnover grew from \$12.7 million to \$20.9 million.

## Kembrey rise

Kembrey, the USM group which reversed its last December loss, lifted pre-tax profits from £352,000 to £530,000 in the six months to September 28. Earnings per share rose from 0.9p to 1.2p. There was an extraordinary credit of £2.17 million.

## Sidlaw slips

Sidlaw Group reports a slip in pre-tax profits from £7.1 million to £6.73 million in the year to end-September. Earnings per share fell from 17.4p to 15.6p, although the final dividend is raised to 5p (4.7p), making 8p (7.7p).

## Castings up

Castings lifted pre-tax profits from £1.43 million to £1.55 million in the half-year to end-September. Earnings per share climbed from 4.5p to 4.86p. The interim dividend is 1.2p (1.1p).

## Ziff quits Stylo

Paul Ziff has resigned as director and vice-chairman of Stylo, the Bradford shoe retailer and property company controlled by the Ziff family.

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Michael Howard and Kim Davies, head of IC, winner of The Times 1992 Award

## Royal patronage for training

By WILLIAM CASE

THE government's commitment to raising training standards was boosted when Michael Howard, the employment secretary, announced that the Prince of Wales is to be patron of the 1991 National Training Awards.

Mr Howard delivered the news yesterday when he addressed the 83 winners of this year's awards at the Queen Elizabeth II Conference Centre in London. His message to employers around the country was that "training

pays" and that investment in people was the key to Britain's future prosperity.

The Times 1992 Award for training, designed to encourage businesses to meet the challenges of the Single European Market, went to IC (Language and Communication Services) of Birmingham.

Before handing over the prize to Kim Davies, head of IC, Simon Jenkins, the editor of *The Times*, said that *The Times* has been campaigning to increase public awareness

of the Single European Act and stressed the importance of language training for staff as 1992 approached.

The Channel 4 Business Daily Award was presented to RS Clare and Co. of Merseside. Sir Brian Wolfson, the 1990 patron, awarded Special Patron Awards to Nissan Motoring Manufacturing of Tyne and Wear and The Grapevine Hotel, Snow-on-the-Wold, Gloucestershire.

Special report section

## Johnson Matthey reaps its reward

By ANGELA MACKAY

A SWEEPING £67 million rationalisation programme is bearing fruit at Johnson Matthey, the metals processing and marketing group, which announced a drop in interim pre-tax profits from £33.5 million to £32.5 million to end-September.

The workforce has been reduced by almost 400 since March and that trend will continue in the second half, according to David Davies, Johnson Matthey's chairman. He assumed the role on January 1.

A weaker US dollar eroded the contribution from American operations, which provide about 40 per cent of profits, but the company reported interest receivable of £2.3 million against interest payable of £0.1 million previously.

Mr Davies said this benefit flowed from the low cost of borrowing metal compared with the high interest rates commanded by Johnson Matthey's cash balances. Metals borrowings of about £150 million were offset by cash to arrive at net borrowings of £70 million, which cost between 2 and 3 per cent.

The cost of borrowing metal has started to grow and is expected to continue to do so through out the second half. Mr Davies said that it would be difficult to continue to cut overheads at a rate high enough to counter the fall in revenues caused by a deepening economic recession. He was confident, however, that the benefits of the rationalisation would continue to flow through.

Revenues also should be boosted in the second half by higher output from the catalytic systems operation in Brussels.

Shares in Johnson Matthey closed 2p higher at 220p. Analysts at Barclays de Zoete Wedd said they expected the company to repeat the interim profit in the second half to produce about £64 million compared with £49 million in 1989. The interim dividend was increased from 2.5p to 3p.

## Abortive share deal 'still over Premier'

By JOHN BELL, CITY EDITOR

ROLAND Shaw, chairman of Premier Consolidated, the oil exploration group, has given warning that it will be some time before the group's shares recover from the abortive block trade by Kleinwort Benson, which cost the securities house £30 million.

Premier shares stood at 73p yesterday, despite interim post-tax profits of 56 per cent ahead at £3.2 million. The shares have slumped since August, when Kleinwort bought a 29 per cent holding from Burmah Castrol at 99p per share and failed to sell it on to institutions at 103p.

Last month, Kleinwort decided to cut its position and placed the holding at 78p, taking a loss that will halve expected profits this year.

In the interim report, Mr Shaw said the market for Premier shares was almost completely saturated after the placing. Subsequently the shares had fallen further because there were no buyers.

"We believe it will take some time for the market to shake out and for the shares to climb back to levels that represent the real values of the company," said Mr Shaw. He added that the company had been the victim of an artificial market that had nothing to do with the intrinsic value of the company, its assets or its potential.

In the half year to end-September, Premier's turnover was 72 per cent higher at £14.1 million, reflecting a 30 per cent increase in production to an average 6,700 barrels per day and a 32 per cent increase in the sterling oil price.

Operating profit was 206 per cent ahead at £4.7 million. But net profits were affected by interest on both the £28 million debenture raised in February and the Wyth Farm development costs, and by a higher tax charge.

Earnings per share rose from 0.44p to 0.68p.

## Porter up to £3.68m at interim

By PHILIP PANGALOS

PORTER Chadburn, the packaging to consumer products group, lifted interim pre-tax profits 11 per cent to £3.68 million to end-September, on turnover ahead 19 per cent to £56 million, with 16 per cent organic growth.

Improved margins helped operating profits at the consumer leisure products division advance 65 per cent to £2.68 million, on turnover ahead 52 per cent to £29 million. Operating profits at the packaging division grew to £924,000, on turnover up 33 per cent to £14.5 million.

Earnings per share fell to 4.08p (4.35p). The interim dividend is 0.8p (0.725p). Interest payments increased to £774,000 (£434,000), with gearing at 16 per cent, but gearing climbed to 30 per cent after the acquisition in October of Gola's international distribution businesses. Gola is expected to add up to £500,000 to profits, on sales of £30 million.

## OECD says US to avoid recession

FROM SUSAN ELLICOTT IN WASHINGTON

THE Organization for Economic Co-operation and Development (OECD) has released a fairly rosy survey of the American economy this year and next, showing gross national product increasing very slowly but avoiding a recession despite sharp declines in household spending and construction.

The report, published today after consultations with the Bush administration, foresees GNP, or the sum of goods and services, rising 1.1 per cent in 1991 after increasing 1 per cent this year, driven almost exclusively by net export growth.

The current account balance, relative to GNP, is expected to be virtually unchanged next year, or only \$1 billion higher. Inflation, as measured by the GNP implicit price deflator, is expected to be 5.2 per cent next year compared with an estimated 4.3 per cent this year. The

Paris-based organization, which includes the world's richest countries, based their calculations on a \$27 per barrel price for crude oil.

"With monetary policy having to remain relatively cautious because of inflationary dangers, GNP growth may remain rather slow until the middle of 1991," the report said. "Thereafter, consumption should begin to grow more in line with income, and GNP growth should begin to recover."

Until then, the organization believes the unemployment rate is likely to continue to increase, taking pressure off the labour market and easing pressure on inflation once the jobless rate exceeds its estimated natural level of 5.5 per cent. Consumer price inflation is expected to slip back to around 5 per cent by the end of 1992, once the recent jump in energy prices resulting from the Gulf tension subsides.

## Flak for Elliott as Elders changes name

FROM BRIAN BUCHANAN IN SYDNEY

ANGRY Elders DXL shareholders showed their concern about the group's poor performance by opposing the re-election of John Elliott, the former chairman and chief executive.

Shareholders also opposed the passing of the accounts and the proposed name change from Elders to Foster's Brewing Group. Mr Elliott became the focus for much of the acrimony during the fiery two-hour annual meeting in Adelaide.

Several items were forced to a poll. About 760 shareholders voted overwhelmingly against a resolution at the meeting and forced an official poll, which later passed all the disputed resolutions after more than 1.3 billion proxy votes and 31 million votes exercised at directors' discretion were

Foster's and directors intend to spin off the remaining pastoral operations as a separate unit called Elders Ltd.

It was the first time in a decade that shareholders had expressed such anger. Their rage was vented on the man they had previously idolised as the saviour of Australian business. Mr Elliott sat stoically and silent with his arms crossed. Asked by several speakers to defend himself, he shook his head, showing few signs of emotion.

Nobby Clark, the former National Australia Bank chief executive, was unanimously accepted as chairman. Mr Clark said "Many of the people here condemning John Elliott were applauding him several years back."

mean of more independent directors, adding that they would reduce the influence of Mr Elliott and Hartin Holdings, Elders' parent.

Christopher Gellie, a small shareholder, moved that the accounts be received with reluctance and proposed that Elders' directors be censured for their recent performance. In a speech punctuated by vigorous applause, Mr Gellie condemned the group's "Aust2 billion (£778 million) nose-dive in profits" last year, the "incredible" conflicts of interest of certain directors also associated with Hartin, the "disembodiment" of Elders carried out under the guise of a restructure and the "odium or questionable" of the Aust1 cent paid shares issue to executives and

employees.



Elliott: strong-faced

## BUSINESS ROUNDUP

### Loss warning knocks AB Electronic shares

SHARES in AB Electronic Products Group, the Welsh components group, tumbled 42p to 76p after Sir Peter Phillips, the chairman, gave warning of possible losses for the half year to end-December at the company's annual meeting.

Sir Peter expected sales for the full year to be lower than those of last year, with the data processing, defence, telecommunications and British automotive markets particularly badly hit. Severe price competition had cut profit margins, he said, with the squeeze accentuated by rising costs. Borrowings have also risen from the 35 per cent gearing level reported in the report and accounts because of the final payment due on the purchase of Swansea Industrial Components. Sales prospects remain depressed and the first half of the year may show a small loss. As a result, there will be an 11 per cent cut in staff and a cut in overhead costs.

### New sale at Laura Ashley rises to £19m

THE disposal of non-core businesses continues at Laura Ashley with the sale of its handbag operation, Sandringham Leather Goods, for an undisclosed sum. Sandringham, based in Llandudno, Powys, is being sold to John Clements, managing director of the Usbridge company Norton & Gazette Travel Goods. The disposals form part of Laura Ashley's debt reduction programme.

CALEDONIA Investments, the Cayzer family's main quoted vehicle, increased interim pre-tax profits 15 per cent to £19.1 million to end-September, mainly thanks to the benefits of high interest rates on its cash holdings. The tax charge is up from £4.5 million to £5.4 million, and the interim dividend has been raised by 12.5 per cent to 4.5p per share from earnings up 6 per cent to 12.5p.

### Osborne & Little falls

OSBORNE & Little, the home furnishings group, suffered a 29 per cent fall in pre-tax profits from £730,000 to £518,000 in the six months to end-September. The company blamed the decline on the depressed British market. Sales of wallpaper, which account for about a third of the group's turnover, were particularly badly affected.

Interest payments surged from £26,000 to £301,000. Group turnover increased 42 per cent to £9.16 million, benefiting from a full contribution from Fardis, the French textile designer, which contributed for only two months last time. Earnings per share slide from 6.57p to 4.46p, although the interim dividend is maintained at 2p. The shares fell 7p to 78p.

### Cash call by pawnbroker Fire payment lifts Saphir

HARVEY & Thompson, the pawnbroker and debt collector, is raising £2.4 million through a one-for-four rights issue to strengthen its capital base and allow it to increase lending. At its June 30 year-end, Harvey had borrowings of £29.6 million, or 5.8 times net assets. The rights will cut the pro forma gearing ratio to about 4. Since the year-end borrowings have topped £34 million. The shares fell 15p to 265p.

AN EXCEPTIONAL fire insurance credit of £2.1 million contributed to a 51 per cent rise in interim pre-tax profits to £3.5 million at Hunter Saphir, the fresh food and spice group. Underlying trading profits for the 28 weeks to September rose 21 per cent to £4 million. Interest payments jumped from £996,000 to £2.6 million. The interim dividend is being maintained at 1.35p.

### £1m for Jarvis Porter

JARVIS Porter Group, the label manufacturer, saw interim pre-tax profits rise 29 per cent to £1.1 million in the six months to end-August. Turnover fell 7.7 per cent to £14.2 million, although the 1989 figure included £3.7 million of sales from the flexible packaging division, which has since been sold. Earnings per share rose 28 per cent to 4.5p. The interim dividend is unchanged at 1.4p.

The company said it was well positioned to combat the harsh economic climate because its customers tended to be brand leaders in industries with defensive qualities, such as wines, spirits, food and pharmaceuticals. "As a clear market leader, we are well positioned to meet their requirements," the company said. Capital expenditure at the group's labelling plants will be about £3 million in the current year.

## WORLD MARKET INDICES

Index	Value	Daily drift (%)	Yearly drift (%)	Daily drift (%)	Yearly drift (%)	Daily drift (%)	Yearly drift (%)
The World	554.1	-0.7	-34.3	-0.4	-25.2	-0.8	-19.8
(free)	105.9	-0.7	-34.3	-0.4	-25.2	-0.8	-19.8
EAPE	981.1	-1.1	-38.9	-0.8	-32.8	-1.4	-24.7
(free)	96.8	-1.2	-38.4	-0.5	-33.0	-1.4	-24.9
Europe	594.9	-0.8	-21.8	-0.3	-18.7	-0.6	-4.6
(free)	128.9	-0.8	-21.1	-0.3	-18.3	-0.6	-3.8
Nth America	387.0	0.1	-28.2	-0.2	-10.0	-0.1	-10.0
Nordic	1077.7	0.7	-30.8	0.9	-25.1	0.5	-15.5
(free)	179.8	0.8	-23.5	1.0	-17.8	0.8	-6.8
Pacific	2079.0	-1.8	-47.6	-1.2	-41.4	-2.1	-36.1
Far East	3002.4	-1.9	-48.1	-1.3	-42.3	-2.2	-36.7
Australia	236.2	0.1	-30.0	-0.8	-17.2	-0.2	-17.1
Austria	1285.3	-0.8	-13.5	-0.5	-7.3	-0.5	-5.5
Belgium	598.9	0.7	-29.0	-0.6	-25.3	-0.9	-13.4
Canada	387.7	0.5	-38.8	0.0	-18.8	0.3	-19.2
Denmark	1069.0	0.0	-16.5	0.3	-11.7	-0.3	1.8
Finland	67.5	-0.1	-41.4	0.3	-37.1	-0.3	-28.8
(free)	90.7	0.4	-39.1	0.8	-34.8	0.2	-25.8
France	585.2	-0.1	-28.4	0.0	-22.1	-0.4	-10.2
Germany	697.4	-0.8	-34.0	-0.5	-18.5	-0.8	-7.3
Hong Kong	184.3	0.1	-15.1	-0.1	-12.8	-0.2	-3.8
Italy	243.8	0.1	-38.8	0.2	-32.0	-0.1	-29.9
Japan	3150.1	-2.0	-48.3	-1.3	-43.4	-2.3	-37.7
Netherlands	728.3	0.4	-23.2	0.4	-17.7	0.2	-8.3
New Zealand	87.1	-0.1	-44.8	-0.4	-34.2	-0.4	-32.5
Norway	1175.1	3.1	-12.5	3.2	-8.1	2.8	6.8
(free)	204.5	8.2	-12.3	3.3	-5.9	2.9	7.0
Spain/Mexico	1348.6	-0.1	-32.0	-0.3	-25.7	-1.1	-17.5
Sing	165.8	-0.1	-30.0	-0.3	-25.7	-1.1	-17.5
Sweden	1076.8	0.5	-38.8	0.6	-32.7	-0.8	-14.6
(free)	152.7	0.5	-34.5	0.5	-28.1	0.2	-25.1
Switzerland	2079.0	0.2	-24.6	0.3	-24.4	0.0	-8.0
(free)	585.5	0.2	-24.6	0.3	-24.4	0.0	-8.0
UK	104.9	0.3	-24.9	0.3	-24.7	0.0	-8.3
USA	635.7	-0.7	-11.8	-0.7	-11.8	-1.0	7.5
UKA	368.8	0.1	-26.5	-0.2	-9.2	-0.2	-9.2



## And now, the two-speed Emu

### COMMENT

Emu sounds bad enough, but two-speed Emu? It is an indignity against the English language, but we may just have to get used to it. For, after the political revolution in Britain, two-speed Emu is looking increasingly like an idea whose time has come. As Pierre Berégovoy, the French finance minister said yesterday, there is no reason why all European countries should have to jump into currency union at the same moment. Some, such as Greece and Portugal, will not be economically ready for full Emu before the end of the century. Others, such as Britain, may not want to make the political commitment to a single currency, and certainly not to make such a commitment years in advance of the earliest possible date for union. So how can the countries that are willing and able to link their monetary systems proceed, without breaking up the European Community into a first and second league?

In principle, the answer is obvious, at least to anyone except a diplomat. Set up an institutional framework with the participa-

tion of all twelve Community countries. Let every government play a role in writing the rules that will have to be obeyed by every country that wants to join the monetary club. Assuming the twelve governments can agree (a big assumption, but let us make it) they will have created a monetary union open to every Community country, as soon as it is willing and able to sign the club rules. An individual country may not wish to join, but it cannot complain of being excluded. Neither can any country complain that its sovereignty is being infringed.

In theory, the two-speed approach would meet the fundamental objections of the British government, since parliamentary approval would obviously be required at the time of accession and there would be no question of club membership being "imposed" by the Community as a whole. The Germans have made clear for some time that

they would positively favour a two-speed Emu, since they are terrified of being dragged into a premature union with highly inflationary countries, such as Greece, Italy and Spain (to say nothing of Britain). If France throws its weight behind this idea, the momentum may be hard to stop. Should Britain try to stop it? There would be only one reason for doing so. If the core group of European countries moved rapidly towards monetary union, the present European exchange-rate mechanism might rapidly wither away. The markets would soon realise that some European countries were genuinely committed to keeping their currencies stable against the dollar while others were unwilling or unable to make this commitment. As a result, much of the point of ERM membership

would vanish. But then, so would the ERM constraint on interest rates — maybe two-speed Emu would not be such a bad idea after all.

### A small cheer

For nothing else MEPC, Britain's second biggest property company, should be congratulated for its efforts in reporting its annual results. A 10.3 per cent fall in net assets per share to 790p is probably a figure Sir Christopher Benson, the chairman, would have liked to keep to himself. But Sir Christopher and MEPC are bigger than that.

But having digested the meticulous detail in MEPC's announcement, nobody can be in any doubt about how tough it is out in the property market. MEPC's UK investment portfolio, which accounts for 82 per cent of its assets, fell for the first time in 14 years.

In the City of London, for instance, values slumped by a fifth as office blocks begun in the false boom of the late Eighties near completion in the all too real recession of the early Nineties. Rents in the Square Mile are weakening, but the main damage was done by valuation yields, which have risen as fast as investor confidence falls.

The picture is little better in the traditionally strong West End, where values fell by 13.4 per cent. MEPC's UK investment properties fell in value by an average 12.4 per cent. A better perfor-

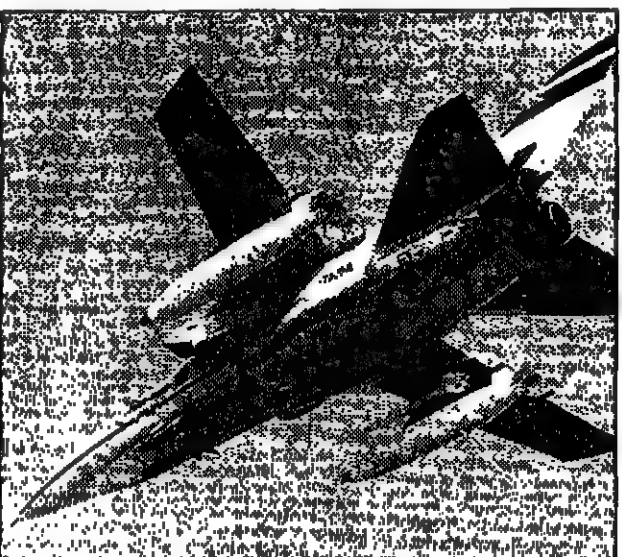
mance overseas limited the overall decline to 10 per cent.

But with its properties beginning the year worth more than £3 billion MEPC's revaluation deficit still dwarfs the £137 million of revenue account provisions announced by Rosehaugh earlier in the week.

The difference is that MEPC can take the punishment the property market is currently dishing out. Net gearing has risen but is firmly under control at 42 per cent of shareholders' funds of £2.6 billion. The company's cash flow could not be stronger. Pre-tax profits rose 17.5 per cent to £150 million in the year to end-September, with net property income very comfortably covering all interest and administration costs. But what was lacking was any indication of a brighter future. James Tuckey, the managing director, said 1991 is not going to be very comfortable while his chairman gave warning that the rate of profit growth was unlikely to be sustained.

If that is the brightest outlook they can come up with after such an unpleasant year, the property sector is still to be avoided.

## Turbulence for Tornado as BAe looks for cuts



Bumpy flight: doubts for the Tornado, made at Preston

PROBABLY the last thing Norman Lamont needs as he takes over as Chancellor is a problem in his own backyard — a constituency issue. But on Monday, managers at one of the principal companies in his Kingston upon Thames seat will be giving John Major's government its first big industrial problem.

British Aerospace will tell the 28,000 employees of its BAe (Military Aircraft) subsidiary the results of a wide-ranging review into the company's future operations and prospects. Driven by the ending of the cold war and large-scale change in defence industries worldwide, not just in Britain, the results of the five-month review will almost certainly be gloomy for the workforce.

Redundancies are likely. As many as 7,000 jobs, perhaps even more, union officials are claiming, could go, with the closure of at least one, and possibly two, of the company's six military plants. Preston, where the Tornado strike aircraft is made, looks the most likely, following the announcement in the summer by Tom King, defence secretary, that 33 Tornados would not now be required. That announcement prompted the loss of 800 jobs at BAe's Warton plant, and Preston, which makes sub-assemblies for the main final assembly Warton factory, could now be run down over a two- to three-year period.

BAe's Kingston plant in Surrey, in the heart of Mr Lamont's constituency, makes the Harrier jump jet, and is also highly tipped for closure. Its 36-acre site is on prime development land. A gradual run-down would also be expected, and the company would hope to achieve the redundancies, the largest number to be announced so far in the rationalisation of the defence industries, principally through natural wastage.

All this will be painful, though Edward Leigh, industry minister, insisted yesterday that Opposition and union leaders were oversteering the social damage which could be caused by such closures. But the realignment of BAe's

defence business had been expected, as the cuts were foreshadowed back in August, when Roland Smith, the chairman, announced £146 million interim profits, in a move generally welcomed by the City as a sign of industrial resilience. The realignment is probably necessary in the light of worldwide reductions in defence spending.

Mr King's Options for Change defence review signalled a shift in defence work which BAe had been anticipating and with which its own review is broadly in line. While military production accounted for most of the growth of the European aerospace industry up to the early Eighties, the industry is in general moving between two generations of equipment. It is swinging from the big weap-

ons systems, such as the Harrier and Tornado fighters and the BAe Hawk trainer, made at Brough in Yorkshire, to new, more sophisticated and more mobile systems, and to such developments as the European Fighter Aircraft (EFA).

The immediate uncertainties in the Gulf have been difficult to build into the BAe review, and the continuing doubts about German commitment to the EFA are no help to that project, into which BAe is sinking some £1.8 billion in development costs alone.

BAe has no new orders from the UK defence ministry for Harriers beyond the 800 it has already produced. Its contract for 250 Harrier AV8Bs for the American marines under a production deal with Mo-

Donnell Douglas is inevitably being scrutinised because of cutbacks in American defence budget spending. BAe, however, has high hopes of further work from its £20 billion Al-Yamamah arms-for-oil deal with Saudi Arabia, citing positive recent statements from the Saudi ambassador to America as indicators of continuing and further demand.

The City has been expecting BAe's defence rationalisation programme. The fact that analysts' pre-tax profit forecasts for BAe of £380 million for this year and £425 million for next are not being adjusted in the light of the cutback announcements due on Monday is indicative that the cuts are seen as necessary for the company, and are expected to be carefully handled over a reasonably lengthy period.

Defence counts for well over a third of BAe, but the company's other business operations are in reasonably good shape. While it has carried out a similar exercise for its guided weapons division, closing down plants at Hatfield and Bracknell with the loss of 2,500 jobs, BAe has got its civilian aircraft business back into profit while Rover, its car business, is increasing its share of the currently declining car market and is still seeing demand high for its 200 and 400 series models.

That will be of comfort to the City. It is unlikely to give much cheer to the employees streaming into BAe defence plants on Monday to watch on giant video screens the company's presentation of the results of its review. Trade unions and the Labour party, warning of a bleak winter of job losses and closures across industry, will be pressing the company to switch people to civilian work. But BAe is determined to respond to the changing defence market, to shifts in technology and especially to the need to cut costs to remain competitive. As well as dealing with his national economic work, Mr Lamont could soon find his constituency postbag overflowing.

PHILIP BASSETT  
Industrial Editor

## Patience will pay on BPB shares

### TEMPUS

OPINIONS have varied sharply on how the European plasterboard market will settle down after its recent upheaval, and whether BPB Industries can take full advantage of the relaxation of the Monopolies and Mergers Commission's policy on pricing in Britain.

The 9p surge in the share price to 183p that greeted the interim figures suggests the stock market is now far more positive about BPB's prospects generally and, more specifically, that BPB management may be correct in believing profits have bottomed.

Much depends on which way Lafarge jumps next. Lafarge's battle with Knauf is for second place in the European plasterboard league, but BPB, the undisputed number one, with just short of half the market, cannot fail to be damaged in the short term by a continuing price war.

Other uncertainties, such as the severity of any recessionary spread across the Channel and the possibility of war in the Gulf, make forecasting even more difficult. County NatWest, probably the most consistently supportive of the group's pro-

pects, has, nevertheless, cut its projection for the year ending next March to £77.5 million, producing earnings of 13.7p a share. This is after accommodating about £18 million of interest charges in the second half as the group begins to pay for its £225 million acquisitions in France and Spain in the autumn, debt that has elevated the gearing level to about 50 per cent.

With the disposal programme now virtually complete, barring the sale of the head office, fund managers will have been soothed to learn that management expects it to rise no higher.

Next year's figures will include contributions from SAMC and Lambert Frères in France, and Inverness in Spain. These will help offset any softness in the European plasterboard price, but might not lead to any increase in taxable profits in 1991-92, while earnings might shade as the greater contribution from overseas inflates the tax levy.

Recovery, however, remains more a question of when rather than if at BPB. Yesterday's share price reaction may prove to have been a little premature, but the patient can be comforted by a yield of 8.5 per cent.

**South West Water**  
SHARES in South West Water, the highest yielding shares of the privatised water groups on flotation, earned the highest premium when yield differentials were squeezed and rumours of stake-building were rife. Now they are back in the middle of the pack.

The half-year results are unlikely to change that. The interim dividend of 6.7p suggests a 15 per cent rise to 20p for the full year, which seems likely to be average for the sector. That would leave the shares, up 3p to 256p, yielding a three-times-covered 8.2 per cent, a full point above the sector average.

Profits, at £46 million pre-tax in the first half and perhaps £87 million for the year, are up on earlier projections, despite a 24 per cent rise in operating costs during the

transitional year. This is largely thanks to high interest rates on relatively the highest initial cash pile in the business. Interest contributed £20.3 million.

That cash pile reflects the biggest capital programme relative to size, and therefore the biggest technical and regulatory risks. Upgraded standards for sewage outfalls to the sea, to which South West Water is sensibly tailored new projects such as the recently let Bude contract, will require early requests for extra price rises.

The potential for profits to grow faster than average, by good management of the capital programme, has been dampened by the tough noises from the regulator, who seems likely to offset such gains against extra costs eligible to be passed through.

This justifies the retreat of South West's shares into the pack, despite management's efforts to build confidence by performance. Water shares are good value for growing income, but in a bull market are unlikely to repeat their relative strength in bad times. South West's extra yield is attractive for those prepared to take the extra risk.

## Mitsubishi Metal Corporation and Mitsubishi Mining & Cement Co., Ltd.

have merged to become

## MITSUBISHI MATERIALS

effective December 1, 1990

Mitsubishi Materials Corporation  
is Japan's leading producer of nonferrous metals, cement,  
fabricated metal products,  
and aluminum cans.

The company is also engaged in the development of advanced materials  
such as ceramics and silicon wafers.

The merged company has annual  
sales of US\$6.5 billion  
and employs 9,000 people.

Global operations encompass 35 offices  
and subsidiaries in 12 countries.

Mitsubishi Materials Corporation's foundation  
is firmly embedded in the common history  
of the two firms which extends back to 1918.

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OVERSEAS OFFICES: London, Manila, Singapore, Sydney, Texas City, Belo Horizonte (Brazil)

### PRINCIPAL OVERSEAS SUBSIDIARIES:

U.S.A.	Mitsubishi Materials America Corp.; Neomet Corp.; Texas Copper Corp.; Cox Creek Refining Co.; Mitsubishi Cement Corp.; MCC Development Corp.; FABMET Corp.; Diamet Corp.; Cybeq Systems; Siltec Corp.; Dia Coal Development (USA) Corp.
Europe	MMC Hartmetall GmbH (Germany); Mitsubishi Materials España S.A.
Asia	Taiwan KCK Co., Ltd.; Taiwan Kamaya Electronics Co., Ltd.
Australia	Mitsubishi Materials (Australia) Pty. Ltd.; Dia Coal Mining (Australia) Pty. Ltd.
Brazil	MMCC Pesquisas Minerais Ltda.; Minas da Serra Geral S.A.; CALMIT Industrial Ltda.

## THE TIMES CITY DIARY

### Locke-d into eastern ways

ROBERT Locke, the American academic who has swapped the sun of Hawaii for less exotic Reading, is fast becoming a world expert on Poland. He has given warning that foreign companies hoping to invest in the Eastern bloc have a tough fight on their hands. "There is such deep-rooted suspicion, post-Stalinism, that it is difficult to import Western ideas," says Locke, professor of economic history at the University of Hawaii, who has taken up a one-year term as visiting professor at Reading University. "Poland's a mess. They've got enormous problems trying to move from a closed to an open society, and much as they need new business methods, they lack the infrastructure." Locke, who is also an expert on the German and Japanese economies, is working with 30 Polish institutions in an attempt to keep track of the changes sweeping their country. But he has also taken the interests of the London Business School to heart — by raising funds for a new Centre for the Study of Business Culture.

### Major money miss

FOR some City workers, the Conservative leadership race has ended not a moment too soon. Particularly happy are the fund managers at Prolific Asset Management, who for the last ten days have endured

a barrage of telephone calls from aggressive punters looking to make a quick return on the election outcome. Dealers found themselves fending off callers who were trying to reach IG Index, the financial bookmaker, which has a similar telephone number. Mike Vogel, managing director of PAM, was caught off balance during early morning conference on Tuesday when one caller demanded a price in "John Majors". "He was incredibly aggressive," says Vogel, who pointed out politely that he was not in a position to trade. He later discovered that "Majors" were then standing at an outrageously low 85-90 — a missed opportunity, since they closed at 153-9.

### Charming deal

THE glare of television lights will flood the dealing floor at Lehman Brothers tomorrow as traders prepare for one of their more unusual ventures. Taking his place among them, posing as a well-placed merchant banker, is Nigel Havers, who played *The Chancer* and is taking a lead role in *Sleepers*, a BBC television series due out next spring. The 30 "extras" in the dealing room scene, to be filmed at the weekend, comprise many of Lehman's back office staff, who are said to be thrilled to have a chance to test their dealing skills. "We are setting up some dummy trading programmes," says Laurie Adams, executive director of

Lehmans, who adds that the event will raise £1,000 for Daneford School in London's East End. Havers plays one of two fictitious Soviet agents planted in Britain during the Sixties. All eyes at the firm have been on Philip Howard, head of fixed-income dealing, and chief equities dealer Bernice Leaver, who both fit the role of the City high-flyer.

ONLY in America... a limousine service exclusively for pets. For £25 an hour, Princess Car Services of New York will chauffeur cats, dogs, crocodiles, pythons, birds — even a hippo — anywhere in America.

### Highland horror

SCOTTISH fund managers have found an ingenious, not to mention subtle, way of reminding colleagues in London who really calls the tune. In a variation of Chinese water torture, in which prisoners of war were forced to listen to dripping water for days on end, Standard Life has built an 18-ft high revolving statue at Devonshire Square, the jewel in its London real-estate portfolio. The modern sculpture, which resembles a knight on horseback, is designed to rotate only one degree every day, to the horror of local tenants such as Invesco-MIM, James Capel, Surge, and Alexander & Alexander. "So far we have enjoyed a quite charming view of its rear end," says a spokesman for Alexander & Alexander, who adds that the

experience is not unlike watching grass grow. The statue is due to complete its first revolution on November 21 next year.

CUBA'S Fidel Castro has banned the game of Monopoly, because it is "symbolic of an imperialistic system". More to the point, he has ordered that all known sets be seized and destroyed. Will Trivial Pursuit be next?

### Sony-car so far

CHOOSE your next conversation in the first-class cabin of a jumbo jet carefully. One recent exchange caused Ronald Reagan some embarrassment, although as usual he emerged squeaky clean. On a nine-day \$2 million speaking tour of Japan — inviting that nation to snap up any bargains it spotted among American corporations — Reagan praised the recent \$3.4 billion takeover by Sony Corporation of Columbia Pictures, saying it would bring back some decency to Hollywood. He failed to mention that two weeks earlier, Reagan advisers had tried to interest Sony executives in making a \$1 million donation to his library, a shrine to eight years of Reagan rule that is due to open in Los Angeles next spring. Sony confirms the move was not formal — Reagan's men just happened to be sitting next to Sony directors on a plane and, with a captive audience, made their pitch. A decision is yet to be made.

JON ASHWORTH

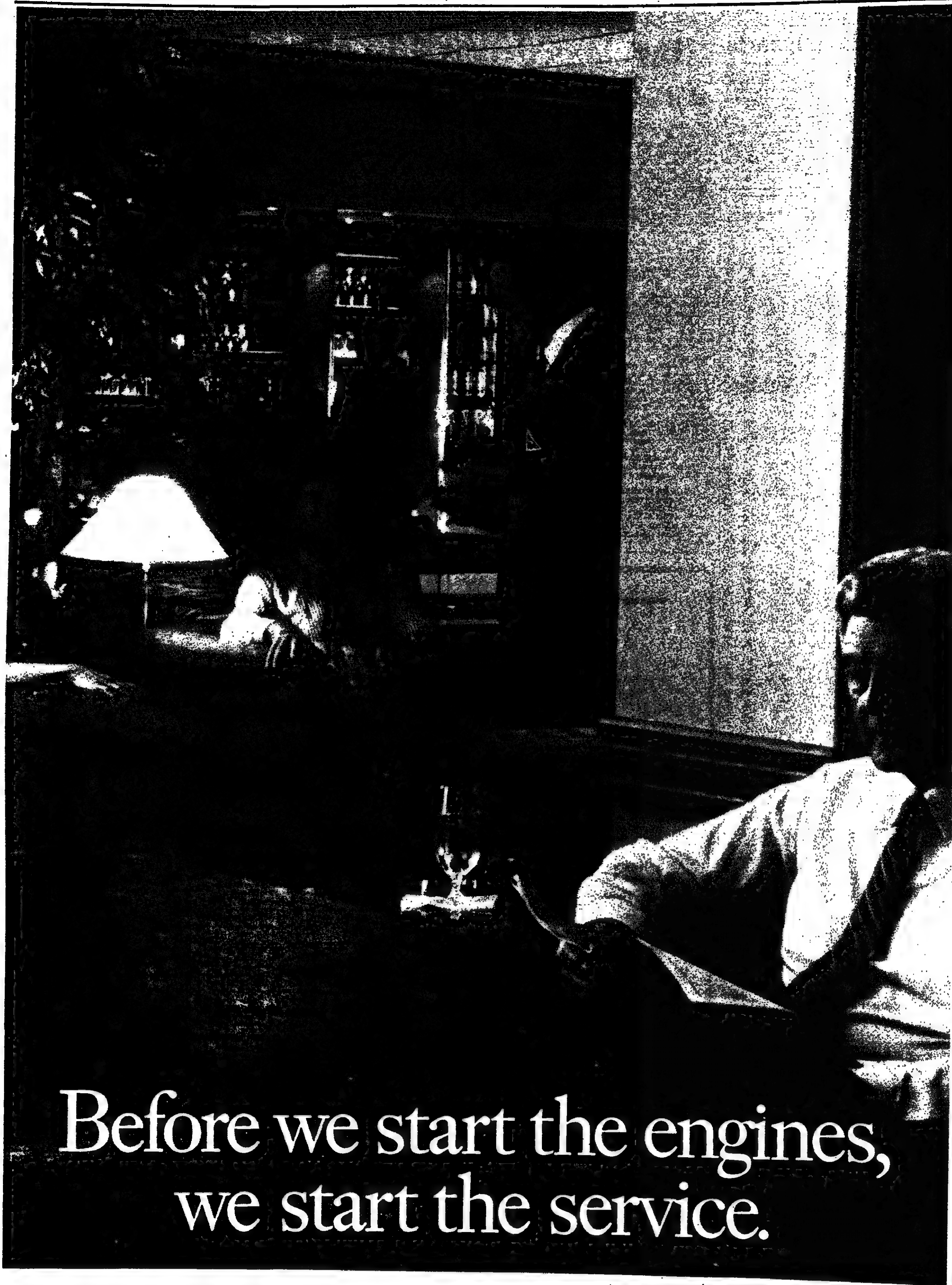












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هكنا م الامم

# Portfolio PLATINUM

From your Portfolio Platinum card check your eight share price movements on this page only. Add them up to give you your overall total and check this against the daily dividend figure. If it matches you have won outright or a share of the daily prize money should you win. Follow the claim procedure on the back of your card. Always have your card available when claiming. Game rules appear on the back of your card.

No.	Company	Group	Gain or Loss
1	Procter & Gamble	Consumer Goods	
2	Spring Ram	Industrial S-2	
3	MEDC (m)	Property	
4	Waddington (P)	Food, Drink, Adv	
5	Unilever (m)	Oil, Gas	
6	Young (m)	Industrial S-2	
7	Canal	Property	
8	Medway	Services	
9	Anglia Water	Water	
10	Anglia Water	Water	
11	Logica	Electronics	
12	Town	Textiles	
13	Wolverhampton & D	Services	
14	Barron (m)	Industrial A-D	
15	Syconex	Industrial S-2	
16	Wessex Water	Water	
17	Morris (m)	Food, Drink, Adv	
18	Medway	Services	
19	Medway	Services	
20	Medway	Services	
21	Town	Textiles	
22	Medway	Services	
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50	Medway	Services	

Please take into account any minus signs

Weekly Dividend						
Please make a note of your daily total for the weekly dividend of £4,000 in tomorrow's newspaper.						
MON	TUE	WED	THU	FRI	SAT	SUN

Three readers shared the £2,000 Portfolio Platinum prize yesterday. Mr Tom Hunt, of Church Stratton, Shropshire, Mr Kenneth Nield, of Bromley, Kent, and Dr Penelope Kirkham of Hammersmith, London, each receive £666.66.

BRITISH FUNDS			
No.	Company	Group	Gain or Loss

SHORTS (Under Five Years)			
No.	Company	Group	Gain or Loss

FIVE TO FIFTEEN YEARS			
No.	Company	Group	Gain or Loss

OVER FIFTEEN YEARS			
No.	Company	Group	Gain or Loss

UNDATED			
No.	Company	Group	Gain or Loss

INDEX-LINKED			
No.	Company	Group	Gain or Loss

BANKS, DISCOUNT, HP			
No.	Company	Group	Gain or Loss

ELECTRICALS			
No.	Company	Group	Gain or Loss

## STOCK EXCHANGE PRICES

# Banks under pressure

ACCOUNT DAYS: Dealings began November 19. Dealings end December 7. Contango day December 10. Settlement day December 17. Forward bargains are permitted on two previous business days.

Prices recorded are at market close. Changes are calculated on the previous day's close, but adjustments are made when a stock is ex-dividend. Where one price is quoted, it is a middle price. Changes, yields and price/earnings ratios are based on middle prices. (an) denotes Alpha Stocks. (VOLUME: PAGE 28).

BREWERS			
No.	Company	Group	Gain or Loss

BUILDING, ROADS			
No.	Company	Group	Gain or Loss

FINANCE, LAND			
No.	Company	Group	Gain or Loss

FINANCIAL TRUSTS			
No.	Company	Group	Gain or Loss

FOODS			
No.	Company	Group	Gain or Loss

CHEMICALS, PLASTICS			
No.	Company	Group	Gain or Loss

DRAPERY, STORES			
No.	Company	Group	Gain or Loss

HOTELS, CATERERS			
No.	Company	Group	Gain or Loss

INDUSTRIALS A-D			
No.	Company	Group	Gain or Loss

ELECTRICALS			
No.	Company	Group	Gain or Loss

OVERSEAS TRADERS			
No.	Company	Group	Gain or Loss

PAPER, PRINT, ADVERTISING			
No.	Company	Group	Gain or Loss

PROPERTY			
No.	Company	Group	Gain or Loss

SHOES, LEATHER			
No.	Company	Group	Gain or Loss

TEXTILES			
No.	Company	Group	Gain or Loss

TOBACCO			
No.	Company	Group	Gain or Loss

TRANSPORT			
No.	Company	Group	Gain or Loss

OIL, GAS			
No.	Company	Group	Gain or Loss

WATER			
No.	Company	Group	Gain or Loss

INSURANCE			
No.	Company	Group	Gain or Loss

LEISURE			
No.	Company	Group	Gain or Loss

MINING			
No.	Company	Group	Gain or Loss

NEWSPAPERS, PUBLISHERS			
No.	Company	Group	Gain or Loss

OIL, GAS			
No.	Company	Group	Gain or Loss

WATER			
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OIL, GAS			
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INSURANCE			
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NEWSPAPERS, PUBLISHERS			
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OIL, GAS			
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OIL, GAS			
No.	Company	Group	Gain or Loss

WATER			
No.	Company	Group	Gain or Loss

# Portfolio PLATINUM

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OVERSEAS TRADERS			
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PAPER, PRINT, ADVERTISING			
No.	Company	Group	Gain or Loss

PROPERTY			
No.	Company	Group	Gain or Loss

SHOES, LEATHER			
No.	Company	Group	Gain or Loss

TEXTILES			
No.	Company	Group	Gain or Loss

TOBACCO			
No.	Company	Group	Gain or Loss

TRANSPORT			
No.	Company	Group	Gain or Loss

OIL, GAS			
No.	Company	Group	Gain or Loss

WATER			
No.	Company	Group	Gain or Loss

OIL, GAS			
No.	Company	Group	Gain or Loss

© Ex dividend a Ex at Forecast dividend e Interim payment passed f From at Settlement g Dividend on Forecast dividend h Ex other i Ex other j Ex other k Ex other l Ex other m Ex other n Ex other o Ex other p Ex other q Ex other r Ex other s Ex other t Ex other u Ex other v Ex other w Ex other x Ex other y Ex other z Ex other aa Ex other ab Ex other ac Ex other ad Ex other ae Ex other af Ex other ag Ex other ah Ex other ai Ex other aj Ex other ak Ex other al Ex other am Ex other an Ex other ao Ex other ap Ex other aq Ex other ar Ex other as Ex other at Ex other au Ex other av Ex other aw Ex other ax Ex other ay Ex other az Ex other ba Ex other bb Ex other bc Ex other bd Ex other be Ex other bf Ex other bg Ex other bh Ex other bi Ex other bj Ex other bk Ex other bl Ex other bm Ex other bn Ex other bo Ex other bp Ex other bq Ex other br Ex other bs Ex other bt Ex other bu Ex other bv Ex other bw Ex other bx Ex other by Ex other bz Ex other ca Ex other cb Ex other cc Ex other cd Ex other 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## FOREIGN EXCHANGES

Exchange Index compared with 1965 was down at 94.5 (day's range 94.5-94.6).

STERLING SPOT AND FORWARD RATES

Market rates for November 20

	Range	Close	1 month	3 months
New York	1,957.0-1,999.5	1,957.0-1,960.0	0.63-0.63p	2.40-2.50p
Montreal	1,287.0-1,299.5	1,287.0-1,279.1	0.81-0.82p	0.08-0.08p
London	1,287.0-1,299.5	1,287.0-1,299.5	12-13p	12-13p
Buenos Aires	60.14-60.25	60.14-60.27	24-26p	87-91p
Sao Paulo	1,020.0-1,025.0	1,020.0-1,025.0	94-96p	97-99p
Dublin	1,030.0-1,035.0	1,030.0-1,035.0	94-96p	97-99p
Frankfurt	2,918.0-2,928.0	2,918.0-2,924.0	14-15p	31-32p
Amsterdam	258.58-257.84	258.58-255.85	14-15p	31-32p
Mexico	184.18-184.57	184.18-184.24	14-15p	31-32p
Stockholm	2,222.0-2,222.0	2,222.0-2,224.52	3-3p	5-5p
Oslo	11,207.0-11,450.0	11,207.0-11,450.0	3-3p	5-5p
Paris	9,678.0-9,698.0	9,678.0-9,698.0	25-26p	87-91p
Geneva	2,918.0-2,928.0	2,918.0-2,924.0	14-15p	31-32p
Tokyo	258.58-257.84	257.74-258.00	11-14p	31-32p
Vincent	258.58-257.84	258.58-255.85	14-15p	31-32p
London	258.58-257.84	2,800.0-2,400.0	11-16p	31-32p

Premium = pr. Discount = dis.

OTHER STERLING RATES

Argentina auster	1,019.05-1,018.54
Australia auster	2,545.2-2,549.9
Belgian franc	989.211-989.211
Brazil cruzeiro	989.211-989.211
Cyprus pound	0.8320-0.8420
Dutch guilder	35.43-35.43
Guinean franc	299.95-302.1
Hong Kong dollar	15.3516-15.3471
Indian rupee	35.43-35.43
Kuwait dinar KD	989.211-989.211
Libyan dinar	5.700-5.700
Mexican peso	3,530.5-3,530.5
New Zealand dollar	3,325.4-3,324.1
Qatar riyal	3,325.4-3,324.1
Singapore dollar	3,325.4-3,324.1
S Africa rand (R)	6,708.4-6,698.4
S Africa rand (R)	6,698.4-6,698.4
U A E dirham	6,698.4-6,698.4
U A E dirham	6,698.4-6,698.4

Lloyds Bank, Rates supplied by Barclay Bank GTS

DOLLAR SPOT RATES

Ireland	1,704.0-1,790.0	Germany	5,880.0-5,100.0	Italy	11,160.0-11,170.0
Switzerland	1,704.0-1,790.0	Denmark	1,487.0-1,487.0	Belgium (Com)	30.65-30.70
Singapore	1,704.0-1,790.0	Netherlands	2,988.0-2,987.0	Hong Kong	7.7952-7.7933
Australia	1,704.0-1,790.0	Switzerland	1,487.0-1,487.0	France	139.95-139.95
Canada	1,704.0-1,790.0	France	5,000.0-5,000.0	Spain	34.30-34.40
Japan	1,704.0-1,790.0	Japan	5,000.0-5,000.0	Australia	10.45-10.47

Rates supplied by Barclay Bank GTS and Etele.

MONEY MARKET

Base Rate 9 1/8. Clearing Banks 14 Finance Has 15

Overnight High 14 1/8 Low 14 Week Rate 14 1/8

3 months 12 1/2-13 1/2 3 months 12

## THIRD MARKET

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USED CARS

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# Talented Bigsun set for hurdling debut

By MANDARIN (MICHAEL PHILLIPS)

HAVING finished second in both his races this season, Bigsun now looks poised to go one better in the P & O Handicap Chase at Sandown today, and he is my nap.

The David Nicholson-trained nine-year-old was beaten by Party Politics at Newbury first time out when the rival Handsworth was a length behind in the third place. The form of that race has since been upheld by all three: Party Politics finished second to Celtic Shot at Haydock, Bigsun was runner-up to Topsham Bay at Cheltenham and Handsworth beat Imadyna at Ascot after chasing home Mr Frisk at Sandown.

When they met at Newbury the advantage lay with Handsworth, who had already had a race. So Bigsun can beat him again even though he is 4lb worse off.

Midnight Count, who finished last in the race won by Celtic Shot nine days ago, will need to have improved considerably in a short space of time in order to beat Bigsun over a distance that represents uncharted waters for him.

Cardinal Palm, who is a half-brother to the Whitbread winner Special Cargo, should get the trip right, but I still think that lack of match practice could easily find him out here.

So Bigsun could easily be the second leg of a double for Richard Dunwoody, who earlier in the programme has a clear-cut chance of winning the Crowcap Winter Novices' Hurdle with Tyrone Bridge.

Dunwoody was on the Martin Pipe-trained four-year-old, who was placed in both the Irish St. Leger and the Ascot Cup, when he made that hugely impressive jumping debut at Wolverhampton ten days ago.

Earlier in the afternoon, Dunwoody will be on Lisleane Prince in the Martin Pipe National Hunt Novices' Hurdle. Interestingly, Lisleane Prince, who won point-to-point in Ireland during the first two months of this year, was also entered for Tyrone Bridge's race.

Handsworth's trainer, Nicky Henderson holds him in some regard. While that points to a bold showing on what will be his English debut, I doubt whether he will cope with either Book Of Gold or Change The Act.

The latter, who also spent his formative days in Ireland, turned his first race in this country at Chesham in a procession. However, even his progress has been hampered by a lack of match practice could easily find him out here.

since first time out at Newbury.

Those who place great store in the times of races, even under National Hunt rules, will be interested to know that Book Of Gold recorded one that was ten seconds faster at Newbury than the one taken by Party Politics to win the same course and distance. And the ground had not changed.

While on the subject of ground, Tim Forster, the successful Llangollen trainer, insists that soft going is a prerequisite as far as his promising young horse Handsworth is concerned.

While much of Britain is still in the grips of a comparative drought, the going at Bangor will be soft today, so this race horse, who won three races over hurdles in a row last season when he had his ground, should be in his element.

Lester Pigott will be in action on Southwell's all-weather today for the first time, and Gaiety (12.55), who is trained by Tommy Stack in Ireland, looks his most likely winner. Alex Greaves, who has got to know the course so well during the past 12 months, can continue on his merry way by leading a double on Erolake (1.55) and Andrew's First (2.55).

WALTER Swinburn hopes to make his National Hunt riding debut next week, following another successful session on David Nicholson's gelding yesterday.

The classic winning jockey, who registered his first century of winners on the Flat last year, will appear on the gelding on Monday for a jump race. He hopes to have a final rehearsal for his hurdling debut at the west country base of champion trainer Martin Pipe.

Swinburn rode two novice hurdlers over 18 flights at Nicholson's headquarters in the Cotswolds yesterday morning, and it went really well. Of the two, he was better on the gelding, and he was leaving the ground and having to ride longer.

"On the Flat I have a toe in the iron. Now my whole foot is in the stirrup, so I have had to rethink some aspects of my style. Both Richard Dunwoody and David Nicholson have been very helpful."

Swinburn, aged 29 and resident on the Flat by Michael Smith, was born in London and has been a professional rider since he was 16. He has been a professional rider since he was 16. He has been a professional rider since he was 16.

Having played schoolboy rugby for Ireland, tucked the gelding, he should have little to fear from the National Hunt scene.

Before joining Dermot Weld as an apprentice jockey, he had plenty of experience with hunters and jumpers. He has a ten-day hunting holiday booked with the East Galway pack in Ireland.



Swinburn successful schooling sessions

Von Cadek, who ran disappointingly in the Hennessy Cognac Gold Cup last Saturday, is set to make a quick reappearance next weekend.

The American jumping star has a choice of engagements at Cheltenham next Friday or Lingfield on Saturday. Future options include the four-mile chase at Cheltenham on New Year's Day as opposed to the Welsh Grand National at Caerdydd.

The Tingle Creek Chase at Sandown tomorrow, featuring Desert Orchid, is promising to be a thriller. Mickelthorp has been removed from the list of horses for the race as Waterford Boy hardened to 3-4 favourite (from 11-8). Other prices: 2-1 Sabra Du Loir (from 9-4), 9-2 Desert Orchid, 6-1 Young Straght.

# Soviets intend to learn from experience for Kelso return

CHAMPION-ELECT Richard Dunwoody led the Irish team to victory in the international jockeys' challenge at Warwick yesterday, as the Soviets learnt the harsh realities of British National Hunt racing.

The Soviet team finished last in the three-nation competition, comprising two races, after showing their tactical inexperience. But they promised a better showing when taking part in a return match at Kelso on Monday.

The experienced Steve Smith captured the winners' points for Britain in the Glasgow Handicap Hurdle on Saturday, outpacing the Soviet Khasay Kasay on Wednesday.

Ken Bridgwater, trainer of the runner-up, said his jockey had misinterpreted his tactics to kick at the turn and kicked himself out of the race when he was overtaken by the Soviet Khasay Kasay.

Smith Eccles, returning to the saddle after aggravating a rib injury on Monday, was impressed by the Soviets. "They seem nice chaps, but when I said something about Gorbachev it made them look," he chuckled.

On a more serious note, he added: "They seemed to ride well - they kept straight and kept their heads." The Irish clinched victory with a one-two in the Persimmon Handicap Chase, with Dunwoody on Declan Murphy and Scale Model. Sarah Jay, ridden by Khasay, was the only other of the six to finish.

Mikhail Alekseyev, a vet with the Soviet party, said: "Everything is very sophisticated here and the horses are much faster, but the experience the riders have got will help at Kelso."

Cannamon Run looked a promising recruit to the chasing game when taking the Taxanes Magazine Novices' Chase. The mare, jumping soundly under Andrew Adams, collied the 6-4 favourite Black Amber after the last to win by three-quarters of a length.

Her trainer, Nick Gassler, said: "She never jumped well over hurdles and Andrew deserves all the credit for schooling her so well. She will have another race before we decide any big plans."

Gassler said that Party Politics, second to Celtic Shot at Haydock last week, will run the BMW Chase final at Cheltenham on Saturday week provided the ground is good.

Samsun completed a double when beating Raleigh Gabelle by four lengths in the Westminster Motor Taxi Insurance Handicap Chase. But his task was made considerably easier after the unlikely departure of the favourite Outside Edge. Martin Pipe's gelding was brought down in the third fence by Bayard Ash, who broke a leg and was destroyed.

William Hill yesterday cut Carnick Hill from 7-1 to 5-1 for the Cornish Welsh National at Chesham on December 22. The sponsor has cut Cool Ground from 12-1 to 9-1. Hill's leading prices are: 8-1 Handsworth, 12-1 Sandown, 12-1 Sandown, 12-1 Sandown.

THE London-based bookmakers A R Dennis are to extend their television sponsorship to include Goodwood's Predominance Stakes, the last of the recognised Derby trials.

The A R Dennis Bookmakers Predominance Stakes will be run on May 21. The company has agreed to sponsor the race, which has £25,000 added and enjoys rated status, for the next three years.

# Sponsor for Predominance

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## Selections

By MANDARIN

12.55 Elite Boy.  
1.25 Book Of Gold.  
2.00 Tyrone Bridge.

## Selections

By MANDARIN

2.30 Bigsun (nap).  
3.00 Height Of Fun.  
3.30 Bold Ambition.

By Michael Seely  
1.25 Book Of Gold. 2.00 Tyrone Bridge.  
The Times Private Handicapper's top rating: 12.55 ELITE BOY.

Going: good to firm (chase course); good to soft (hurdles) SIS

12.55 CROWCAP WINTER NOVICES HURDLE (23.948: 2m 4f 8yds) (5 runners)

1.25 MARTIN JULIAN NATIONAL HUNT GUIDE NOVICES HURDLE (22.882: 2m) (24 runners)

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## FOOTBALL

## Graham laments the tribe that lost their heads

By STUART JONES  
FOOTBALL CORRESPONDENT

THE price of Arsenal's lack of discipline is mounting. Five weeks after the brawl at Old Trafford, which cost them £50,000 and two League points, they paid for their lack of composure in the Rumbelows Cup tie against Manchester United on Wednesday with their heaviest defeat at home for 70 years.

George Graham, as he reacted on the historical significance of the 6-2 defeat, said: "I've never seen a team so out of control. They were twice as excited by the prospect of recovering from a three-goal deficit and earning at least a replay."

Instead they conceded three more and finished with a pile of unwanted statistics. Seven times in the season and only twice in the last nine fixtures, might have let in even more than he did.

"We had to play with fire in our bellies at the start of the second half and we did," Graham said. "But once we had pulled the two goals back, the approach should have been a bit calmer. We allowed United to hit us on the break."

As well as dismantling his side's unbeaten record, United could have made an even deeper impact. Had they countered with the utmost efficiency, they would have surpassed the achievement of

**Fifth round draw**  
Chelsea v Tottenham Hotspur  
Coventry City v Sheffield Wednesday  
Leeds United v Aston Villa  
Southampton v Manchester United  
Ties to be played week commencing January 14.

Loughborough Town, who won 8-0 at Arsenal's home, then the Manor Ground, in 1896.

Without wishing to belittle United's extraordinary and unpredictable victory, Graham pointed out that the second of their six goals, claimed by Hughes a minute before the interval, might have been disallowed. He was voicing a managerial complaint which this season has become all too familiar.

Bruce was stranded once a corner, taken by the hugely promising Sharpe, had been cleared. Although United's re-instated captain was offside when Blackmore started the move, which was to be completed by Hughes, the referee felt that he had not been interfering with play.

"You work all week on moving out specifically to catch people out and then that happens," Graham said. "It encourages lazy players and it causes confusion."

Terry Venables, Tottenham Hotspur's manager, has also recently called for clarification of a rule which is open to different interpretation. Venables has compiled a

brief video which illustrates an apparent anomaly. It features identical goals scored in similar circumstances by Tottenham and Liverpool, the first ruled out and the second permitted at White Hart Lane and contributing to Tottenham's lone defeat this season.

Unwittingly, Venables did not help his justifiable cause when, acting as an analyst on television, he commented on Scotland's controversial goal in Bulgaria a fortnight ago. Although McCoist appeared to be offside moments before he struck, Venables intimated that the referee had made the proper decision in allowing it.

After the Old Trafford brawl last month, the conduct of Arsenal and United was exemplary. The fourth-round tie, devoid of cautions, formed a shining example of the finest aspects of the domestic game.

Arsenal's televised fixture against Liverpool on Sunday has inevitably been sprinkled with additional spice. How will they respond to their worst defeat in the League Cup? Could lightning strike twice?

Onomously for Arsenal, Alex Ferguson, who preferred to Webb, as "vital to our chances of winning". As well as scoring three of the goals, the rest of the young left wing's thrilling contribution prompted the thought that he might almost have been Barnes, albeit in heavy disguise.



Not one of his best: Faldo shows his feelings after an indifferent stroke yesterday

## Poor finish lets Faldo down

SYDNEY (Reuters) — Nick Faldo was in a frustrated mood after a disappointing first round in the Australian Open championship here yesterday. The US Masters and British Open champion finished with a 74 after three putts on the last hole, missing an easy birdie chance at the 18th.

Refusing to talk to reporters, he went straight to the practice green. But after cooling down, he said: "The score couldn't be worse. It was hard work. I tried to do the right thing, but it just wasn't my day. My putting was off. I need to get my routine right."

Faldo arrived late for the tournament after a mix-up with his flight from California.

On a day of soaring temperatures and lightning, which stopped play for 55 minutes, the tournament favourite, Greg Norman, also struggled to find

his best form, but after a score of 70, he is only a stroke behind the leaders, the little-known Australian, Chris Gray, aged 22, who turned professional four weeks ago, and Vijay Singh, of Fiji, a winner on the European Tour.

The defending champion, Peter Senior, of Australia, could do no better than a 76.

LEADING FIRST-ROUND SCORES (Australia unless stated): US Open (US), 18 holes, 72: 1. Faldo (US), 2. Gray (AUS), 3. Norman (AUS), 4. Senior (AUS), 5. Singh (FJI), 6. Gray (AUS), 7. Senior (AUS), 8. Norman (AUS), 9. Singh (FJI), 10. Gray (AUS), 11. Senior (AUS), 12. Norman (AUS), 13. Singh (FJI), 14. Gray (AUS), 15. Senior (AUS), 16. Norman (AUS), 17. Singh (FJI), 18. Gray (AUS), 19. Senior (AUS), 20. Norman (AUS), 21. Singh (FJI), 22. Gray (AUS), 23. Senior (AUS), 24. Norman (AUS), 25. Singh (FJI), 26. Gray (AUS), 27. Senior (AUS), 28. Norman (AUS), 29. Singh (FJI), 30. Gray (AUS), 31. Senior (AUS), 32. Norman (AUS), 33. Singh (FJI), 34. Gray (AUS), 35. Senior (AUS), 36. Norman (AUS), 37. Singh (FJI), 38. Gray (AUS), 39. Senior (AUS), 40. Norman (AUS), 41. Singh (FJI), 42. Gray (AUS), 43. Senior (AUS), 44. Norman (AUS), 45. Singh (FJI), 46. Gray (AUS), 47. Senior (AUS), 48. Norman (AUS), 49. Singh (FJI), 50. Gray (AUS), 51. Senior (AUS), 52. Norman (AUS), 53. Singh (FJI), 54. Gray (AUS), 55. Senior (AUS), 56. Norman (AUS), 57. Singh (FJI), 58. Gray (AUS), 59. Senior (AUS), 60. Norman (AUS), 61. Singh (FJI), 62. Gray (AUS), 63. Senior (AUS), 64. Norman (AUS), 65. Singh (FJI), 66. Gray (AUS), 67. Senior (AUS), 68. Norman (AUS), 69. Singh (FJI), 70. Gray (AUS), 71. Senior (AUS), 72. Norman (AUS), 73. Singh (FJI), 74. Gray (AUS), 75. Senior (AUS), 76. Norman (AUS), 77. Singh (FJI), 78. Gray (AUS), 79. Senior (AUS), 80. Norman (AUS), 81. Singh (FJI), 82. Gray (AUS), 83. Senior (AUS), 84. Norman (AUS), 85. Singh (FJI), 86. Gray (AUS), 87. Senior (AUS), 88. Norman (AUS), 89. Singh (FJI), 90. Gray (AUS), 91. Senior (AUS), 92. Norman (AUS), 93. Singh (FJI), 94. Gray (AUS), 95. Senior (AUS), 96. Norman (AUS), 97. Singh (FJI), 98. Gray (AUS), 99. Senior (AUS), 100. Norman (AUS), 101. Singh (FJI), 102. Gray (AUS), 103. Senior (AUS), 104. Norman (AUS), 105. Singh (FJI), 106. Gray (AUS), 107. Senior (AUS), 108. Norman (AUS), 109. Singh (FJI), 110. Gray (AUS), 111. Senior (AUS), 112. Norman (AUS), 113. Singh (FJI), 114. Gray (AUS), 115. Senior (AUS), 116. Norman (AUS), 117. Singh (FJI), 118. Gray (AUS), 119. Senior (AUS), 120. Norman (AUS), 121. Singh (FJI), 122. Gray (AUS), 123. Senior (AUS), 124. Norman (AUS), 125. Singh (FJI), 126. Gray (AUS), 127. Senior (AUS), 128. Norman (AUS), 129. Singh (FJI), 130. Gray (AUS), 131. Senior (AUS), 132. Norman (AUS), 133. Singh (FJI), 134. Gray (AUS), 135. Senior (AUS), 136. Norman (AUS), 137. Singh (FJI), 138. Gray (AUS), 139. Senior (AUS), 140. Norman (AUS), 141. Singh (FJI), 142. Gray (AUS), 143. Senior (AUS), 144. Norman (AUS), 145. Singh (FJI), 146. Gray (AUS), 147. Senior (AUS), 148. Norman (AUS), 149. Singh (FJI), 150. Gray (AUS), 151. Senior (AUS), 152. Norman (AUS), 153. Singh (FJI), 154. Gray (AUS), 155. Senior (AUS), 156. Norman (AUS), 157. Singh (FJI), 158. Gray (AUS), 159. Senior (AUS), 160. Norman (AUS), 161. Singh (FJI), 162. Gray (AUS), 163. Senior (AUS), 164. Norman (AUS), 165. Singh (FJI), 166. Gray (AUS), 167. Senior (AUS), 168. Norman (AUS), 169. Singh (FJI), 170. Gray (AUS), 171. Senior (AUS), 172. Norman (AUS), 173. Singh (FJI), 174. Gray (AUS), 175. Senior (AUS), 176. Norman (AUS), 177. Singh (FJI), 178. Gray (AUS), 179. Senior (AUS), 180. Norman (AUS), 181. Singh (FJI), 182. Gray (AUS), 183. Senior (AUS), 184. Norman (AUS), 185. Singh (FJI), 186. Gray (AUS), 187. Senior (AUS), 188. Norman (AUS), 189. Singh (FJI), 190. Gray (AUS), 191. Senior (AUS), 192. Norman (AUS), 193. Singh (FJI), 194. Gray (AUS), 195. Senior (AUS), 196. Norman (AUS), 197. Singh (FJI), 198. Gray (AUS), 199. Senior (AUS), 200. Norman (AUS), 201. Singh (FJI), 202. Gray (AUS), 203. Senior (AUS), 204. Norman (AUS), 205. Singh (FJI), 206. Gray (AUS), 207. Senior (AUS), 208. Norman (AUS), 209. Singh (FJI), 210. Gray (AUS), 211. Senior (AUS), 212. Norman (AUS), 213. Singh (FJI), 214. Gray (AUS), 215. Senior (AUS), 216. Norman (AUS), 217. Singh (FJI), 218. Gray (AUS), 219. Senior (AUS), 220. Norman (AUS), 221. Singh (FJI), 222. Gray (AUS), 223. Senior (AUS), 224. Norman (AUS), 225. Singh (FJI), 226. Gray (AUS), 227. Senior (AUS), 228. Norman (AUS), 229. Singh (FJI), 230. Gray (AUS), 231. Senior (AUS), 232. Norman (AUS), 233. Singh (FJI), 234. Gray (AUS), 235. Senior (AUS), 236. Norman (AUS), 237. Singh (FJI), 238. Gray (AUS), 239. Senior (AUS), 240. Norman (AUS), 241. Singh (FJI), 242. Gray (AUS), 243. Senior (AUS), 244. Norman (AUS), 245. Singh (FJI), 246. Gray (AUS), 247. Senior (AUS), 248. Norman (AUS), 249. Singh (FJI), 250. Gray (AUS), 251. Senior (AUS), 252. Norman (AUS), 253. Singh (FJI), 254. Gray (AUS), 255. Senior (AUS), 256. Norman (AUS), 257. Singh (FJI), 258. Gray (AUS), 259. Senior (AUS), 260. Norman (AUS), 261. Singh (FJI), 262. Gray (AUS), 263. Senior (AUS), 264. Norman (AUS), 265. Singh (FJI), 266. Gray (AUS), 267. Senior (AUS), 268. Norman (AUS), 269. Singh (FJI), 270. Gray (AUS), 271. Senior (AUS), 272. Norman (AUS), 273. 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Singh (FJI), 598. Gray (AUS), 599. Senior (AUS), 600. Norman (AUS), 601. Singh (FJI), 602. Gray (AUS), 603. Senior (AUS), 604. Norman (AUS), 605. Singh (FJI), 606. Gray (AUS), 607. Senior (AUS), 608. Norman (AUS), 609. Singh (FJI), 610. Gray (AUS), 611. Senior (AUS), 612. Norman (AUS), 613. Singh (FJI), 614. Gray (AUS), 615. Senior (AUS), 616. Norman (AUS), 617. Singh (FJI), 618. Gray (AUS), 619. Senior (AUS), 620. Norman (AUS), 621. Singh (FJI), 622. Gray (AUS), 623. Senior (AUS), 624. Norman (AUS), 625. Singh (FJI), 626. Gray (AUS), 627. Senior (AUS), 628. Norman (AUS), 629. Singh (FJI), 630. Gray (AUS), 631. Senior (AUS), 632. Norman (AUS), 633. Singh (FJI), 634. Gray (AUS), 635. Senior (AUS), 636. Norman (AUS), 637. Singh (FJI), 638. Gray (AUS), 639. Senior (AUS), 640. Norman (AUS), 641. Singh (FJI), 642. Gray (AUS), 643. Senior (AUS), 644. Norman (AUS), 645. Singh (FJI), 646. Gray (AUS), 647. Senior (AUS), 648. Norman (AUS), 649. Singh (FJI), 650. Gray (AUS), 651. Senior (AUS), 652. Norman (AUS), 653. Singh (FJI), 654. Gray (AUS), 655. Senior (AUS), 656. Norman (AUS), 657. Singh (FJI), 658. Gray (AUS), 659. Senior (AUS), 660. Norman (AUS), 661. Singh (FJI), 662. Gray (AUS), 663. Senior (AUS), 664. Norman (AUS), 665. Singh (FJI), 666. Gray (AUS), 667. Senior (AUS), 668. Norman (AUS), 669. Singh (FJI), 670. Gray (AUS), 671. Senior (AUS), 672. Norman (AUS), 673. Singh (FJI), 674. Gray (AUS), 675. Senior (AUS), 676. Norman (AUS), 677. Singh (FJI), 678. Gray (AUS), 679. Senior (AUS), 680. Norman (AUS), 681. Singh (FJI), 682. Gray (AUS), 683. Senior (AUS), 684. Norman (AUS), 685. Singh (FJI), 686. Gray (AUS), 687. Senior (AUS), 688. Norman (AUS), 689. Singh (FJI), 690. Gray (AUS), 691. Senior (AUS), 692. Norman (AUS), 693. Singh (FJI), 694. Gray (AUS), 695. Senior (AUS), 696. Norman (AUS), 697. Singh (FJI), 698. Gray (AUS), 699. Senior (AUS), 700. Norman (AUS), 701. Singh (FJI), 702. Gray (AUS), 703. Senior (AUS), 704. Norman (AUS), 705. Singh (FJI), 706. Gray (AUS), 707. Senior (AUS), 708. Norman (AUS), 709. Singh (FJI), 710. Gray (AUS), 711. Senior (AUS), 712. Norman (AUS), 713. Singh (FJI), 714. Gray (AUS), 715. Senior (AUS), 716. Norman (AUS), 717. Singh (FJI), 718. Gray (AUS), 719. Senior (AUS), 720. Norman (AUS), 721. Singh (FJI), 722. Gray (AUS), 723. Senior (AUS), 724. Norman (AUS), 725. Singh (FJI), 726. Gray (AUS), 727. Senior (AUS), 728. Norman (AUS), 729. Singh (FJI), 730. Gray (AUS), 731. Senior (AUS), 732. Norman (AUS), 733. Singh (FJI), 734. Gray (AUS), 735. Senior (AUS), 736. Norman (AUS), 737. Singh (FJI), 738. Gray (AUS), 739. Senior (AUS), 740. Norman (AUS), 741. Singh (FJI), 742. Gray (AUS), 743. Senior (AUS), 744. Norman (AUS), 745. Singh (FJI), 746. Gray (AUS), 747. Senior (AUS), 748. Norman (AUS), 749. Singh (FJI), 750. Gray (AUS), 751. Senior (AUS), 752. Norman (AUS), 753. Singh (FJI), 754. Gray (AUS), 755. Senior (AUS), 756. Norman (AUS), 757. Singh (FJI), 758. Gray (AUS), 759. Senior (AUS), 760. Norman (AUS), 761. Singh (FJI), 762. Gray (AUS), 763. Senior (AUS), 764. Norman (AUS), 765. Singh (FJI), 766. Gray (AUS), 767. Senior (AUS), 768. Norman (AUS), 769. Singh (FJI), 770. Gray (AUS), 771. Senior (AUS), 772. Norman (AUS), 773. Singh (FJI), 774. Gray (AUS), 775. Senior (AUS), 776. Norman (AUS), 777. Singh (FJI), 778. Gray (AUS), 779. Senior (AUS), 780. Norman (AUS), 781. Singh (FJI), 782. Gray (AUS), 783. Senior (AUS), 784. Norman (AUS), 785. Singh (FJI), 786. Gray (AUS), 787. Senior (AUS), 788. Norman (AUS), 789. Singh (FJI), 790. Gray (AUS), 791. Senior (AUS), 792. Norman (AUS), 793. Singh (FJI), 794. Gray (AUS), 795. Senior (AUS), 796. Norman (AUS), 797. Singh (FJI), 798. Gray (AUS), 799. Senior (AUS), 800. Norman (AUS), 801. Singh (FJI), 802. Gray (AUS), 803. Senior (AUS), 804. Norman (AUS), 805. Singh (FJI), 806. Gray (AUS), 807. Senior (AUS), 808. Norman (AUS), 809. Singh (FJI), 810. Gray (AUS), 811. Senior (AUS), 812. Norman (AUS), 813. Singh (FJI), 814. Gray (AUS), 815. Senior (AUS), 816. Norman (AUS), 817. Singh (FJI), 818. Gray (AUS), 819. Senior (AUS), 820. Norman (AUS), 821. Singh (FJI), 822. Gray (AUS), 823. Senior (AUS), 824. Norman (AUS), 825. Singh (FJI), 826. Gray (AUS), 827. Senior (AUS), 828. Norman (AUS), 829. Singh (FJI), 830. Gray (AUS), 831. Senior (AUS), 832. Norman (AUS), 833. Singh (FJI), 834. Gray (AUS), 835. Senior (AUS), 836. Norman (AUS), 837. Singh (FJI), 838. Gray (AUS), 839. Senior (AUS), 840. Norman (AUS), 841. Singh (FJI), 842. Gray (AUS), 843. Senior (AUS), 844. Norman (AUS), 845. Singh (FJI), 846. Gray (AUS), 847. Senior (AUS), 848. Norman (AUS), 849. Singh (FJI), 850. Gray (AUS), 851. Senior (AUS), 852. Norman (AUS), 853. Singh (FJI), 854. Gray (AUS), 855. Senior (AUS), 856. Norman (AUS), 857. Singh (FJI), 858. Gray (AUS), 859. Senior (AUS), 860. Norman (AUS), 861. Singh (FJI), 862. Gray (AUS), 863. Senior (AUS), 864. Norman (AUS), 865. Singh (FJI), 866. Gray (AUS), 867. Senior (AUS), 868. Norman (AUS), 869. Singh (FJI), 870. Gray (AUS), 871. Senior (AUS), 872. Norman (AUS), 873. Singh (FJI), 874. Gray (AUS), 875. Senior (AUS), 876. Norman (AUS), 877. Singh (FJI), 878. Gray (AUS), 879. Senior (AUS), 880. Norman (AUS), 881. Singh (FJI), 882. Gray (AUS), 883. Senior (AUS), 884. Norman (AUS), 885. Singh (FJI), 886. Gray (AUS), 887. Senior (AUS), 888. Norman (AUS), 889. Singh (FJI), 890. Gray (AUS), 891. Senior (AUS), 892. Norman (AUS), 893. Singh (FJI), 894. Gray (AUS), 895. Senior (AUS), 896. Norman (AUS), 897. Singh (FJI), 898. Gray (AUS), 899. Senior (AUS), 900. Norman (AUS), 901. Singh (FJI), 902. Gray (AUS), 903. Senior (AUS), 904. Norman (AUS), 905. Singh (FJI), 906. Gray (AUS), 907. Senior (AUS), 908. Norman (AUS), 909. Singh (FJI), 910. Gray (AUS), 911. Senior (AUS), 912. Norman (AUS), 913. Singh (FJI), 914. Gray (AUS), 915. Senior (AUS), 916. Norman (AUS), 917. Singh (FJI), 918. Gray (AUS), 919. Senior (AUS), 920. Norman (AUS), 921. Singh (FJI), 922. Gray (AUS), 923. Senior (AUS), 924. Norman (AUS), 925. Singh (FJI), 926. Gray (AUS), 927. Senior (AUS), 928. Norman (AUS), 929. Singh (FJI), 930. Gray (AUS), 931. Senior (AUS), 932. Norman (AUS), 933. Singh (FJI), 934. Gray (AUS), 935. Senior (AUS), 936. Norman (AUS), 937. Singh (FJI), 938. Gray (AUS), 939. Senior (AUS), 940. Norman (AUS), 941. Singh (FJI), 942. Gray (AUS), 943. Senior (AUS), 944. Norman (AUS), 945. Singh (FJI), 946. Gray (AUS), 947. Senior (AUS), 948. Norman (AUS), 949. Singh (FJI), 950. Gray (AUS), 951. Senior (AUS), 952. Norman (AUS), 953. Singh (FJI), 954. Gray (AUS), 955. Senior (AUS), 956. Norman (AUS), 957. Singh (FJI), 958. Gray (AUS), 959. Senior (AUS), 960. Norman (AUS), 961. Singh (FJI), 962. Gray (AUS), 963. Senior (AUS), 964. Norman (AUS), 965. Singh (FJI), 966. Gray (AUS), 967. Senior (AUS), 968. Norman (AUS), 969. Singh (FJI), 970. Gray (AUS), 971. Senior (AUS), 972. Norman (AUS), 973. Singh (FJI), 974. Gray (AUS), 975. Senior (AUS), 976. Norman (AUS), 977. Singh (FJI), 978. Gray (AUS), 979. Senior (AUS), 980. Norman (AUS), 981. Singh (FJI), 982. Gray (AUS), 983. Senior (AUS), 984. Norman (AUS), 985. Singh (FJI), 986. Gray (AUS), 987. Senior (AUS), 988. Norman (AUS), 989. Singh (FJI), 990. Gray (AUS), 991. Senior (AUS), 992. Norman (AUS), 993. Singh (FJI), 994. Gray (AUS), 995. Senior (AUS), 996. Norman (AUS), 997. Singh (FJI), 998. Gray (AUS), 999. Senior (AUS), 1000. Norman (AUS), 1001. Singh (FJI), 1002. Gray (AUS), 1003. Senior (AUS), 1004. Norman (AUS), 1005. Singh (FJI), 1006. Gray (AUS), 1007. Senior (AUS), 1008. Norman (AUS), 1009. Singh (FJI), 1010. Gray (AUS), 1011. Senior (AUS), 1012. Norman (AUS), 1013. Singh (FJI), 1014. Gray (AUS), 1015. Senior (AUS), 1016. Norman (AUS), 1017. Singh (FJI), 1018. Gray (AUS), 1019. Senior (AUS), 1020. Norman (AUS), 1021. Singh (FJI), 1022. Gray (AUS), 1023. Senior (AUS), 1024. Norman (



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# THE TIMES SPORT

## Lamb's night out dents morale in England camp

FROM ALAN LEE, CRICKET CORRESPONDENT, ADELAIDE

ENGLAND'S tour had started badly enough without the news, published yesterday, that Allan Lamb, the acting captain, had been seen in a casino late on the night before resuming his vital second innings in the first cricket Test against Australia. No action is to be taken against Lamb but the incident has done nothing to improve morale in the England camp.

Lamb was reported to have been in a casino on the Gold Coast, almost 50 miles from the team's hotel in Brisbane, no more than 12 hours before being dismissed in the first over of the third day of a Test which England lost by 10 wickets.

Lamb's discomfort in a job he inherited because of Graham Gooch's poisoned hand, can hardly have been improved by the fact that he has followed, nor by the fact that he has lasted only two balls yesterday as England made hard work of beating a team of teenagers here in a match against the Australian Cricket Academy.

Lamb's initial reaction to the casino story was to deny he had even been to the place, which was untrue. He later questioned what concern it was of anyone else, which was naive. It is of concern because he is captain of England, however temporarily or unsuitably, and in that capacity he will be under scrutiny every time his team is beaten.

This may be an accountability he finds unattractive and unfair, but it is a fact of life, as Mike Gatting, another figure reluctantly in the spotlight earlier this week, will ruefully tell him.

Whether one regards Lamb as reprehensible or merely imprudent to have visited a popular gaming place in celebrity company, late at night and with a critical Test innings to resume the following morning, yesterday's publicity was not the sort he would seek.

Stories such as these gain credence when a team has lost a game as badly as England contrived to lose in Brisbane. Lamb, as a potential victim, was especially vulnerable as he happened to be out in the first over the following morning, a blow from which his team never recovered as they stumbled from a position of some strength to defeat before the day was out.

Lamb was with David Gower, Kerry Packer and Tony Greig, an unmistakable group if ever there was one, at the casino. That much is established. The point at issue yesterday was what time the

acting England captain returned to his hotel. Tabloid newspapers in Queensland claimed it was 1.30am; Lamb himself told his tour manager, Peter Lush, that he was back before midnight. Lush, accepting the explanation, pronounced the matter dropped but did confirm that he would consider the alleged time of return "unacceptable by any player during a match".

Adult sportsmen should not be confined by curfews and nor should they feel paranoid about being seen on a night out during what is a long and demanding tour. But as so often with these matters it is the timing which is relevant.

Lamb was indiscreet to be out so publicly and so far from team headquarters with the match, and potentially the series, ready to pivot on his batting the next morning. It is not the effect a flutter on the roulette wheel might have had on his innings, almost certainly, it had none. It is the impression left with the public, whose support pays his wages, that should be considered.

With Lamb's imbrolio following the controversy over the banned Gatting attending an England practice session, Lush confessed to being a harassed man yesterday. He could hardly have been in more therapeutic surroundings than St Peter's College, where England managed to win the first of two 50-overs games against the Australian Cricket Academy by five wickets.

The ground, not unlike Cheltenham College from one angle, and Tunbridge Wells from another, was a peculiarly English setting on a singularly hot Australian day. Jacaranda trees outside the headmaster's house, a chapel at midweek, and the service of tea in cups with the school's coat of arms, all added to the genteel feel at a college, almost 150 years old, which counts the South Australian premier and the son of Sir Donald Bradman among its old boys.

England, however, were not interested in the tradition or tranquillity of the scene. They wore the coloured clothes in which they must play their World Series Cup programme and, ignoring the theory of giving their batsmen time in the middle, put the Academy into bat.

The boys did not acquit themselves as well as they had hoped in being bowled out for 95 in 42 overs, but there was something in the pitch for the English seamers and with the

ball going through at a lively pace Devon Malcolm would have been a handful for any side, let alone a set of players just out of school.

This is the third year of the Academy, set up for an annual intake of between 14 and 16 players of school-leaving age. Their expenses are all met for the year and accommodation is provided; they train, practice and play matches each morning and evening and are encouraged to work in between hours.

It is elitist, and therefore un-Australian, but it has already produced 13 first-class cricketers, and there will be more from the latest crop. The boys are uniformly fit, athletic and polite. They play their cricket positively and, by taking five English wickets, gave a very good account of themselves in the field.

Gower, who is likely to open in tomorrow's first World Series Cup match in the continued absence of Larkins, was out in the first over but all was then smooth until three wickets were lost in 11 balls, including Lamb, caught at cover off the leading edge for nought. It was decidedly not his day.

**AUSTRALIAN CRICKET ACADEMY**  
G Gower b Russell 1-11, 6-25, 8-45, 9-55, 10-60, 11-65, 12-70, 13-75, 14-80, 15-85, 16-90, 17-95, 18-100, 19-105, 20-110, 21-115, 22-120, 23-125, 24-130, 25-135, 26-140, 27-145, 28-150, 29-155, 30-160, 31-165, 32-170, 33-175, 34-180, 35-185, 36-190, 37-195, 38-200, 39-205, 40-210, 41-215, 42-220, 43-225, 44-230, 45-235, 46-240, 47-245, 48-250, 49-255, 50-260, 51-265, 52-270, 53-275, 54-280, 55-285, 56-290, 57-295, 58-300, 59-305, 60-310, 61-315, 62-320, 63-325, 64-330, 65-335, 66-340, 67-345, 68-350, 69-355, 70-360, 71-365, 72-370, 73-375, 74-380, 75-385, 76-390, 77-395, 78-400, 79-405, 80-410, 81-415, 82-420, 83-425, 84-430, 85-435, 86-440, 87-445, 88-450, 89-455, 90-460, 91-465, 92-470, 93-475, 94-480, 95-485, 96-490, 97-495, 98-500, 99-505, 100-510, 101-515, 102-520, 103-525, 104-530, 105-535, 106-540, 107-545, 108-550, 109-555, 110-560, 111-565, 112-570, 113-575, 114-580, 115-585, 116-590, 117-595, 118-600, 119-605, 120-610, 121-615, 122-620, 123-625, 124-630, 125-635, 126-640, 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834-4180, 835-4185, 836-4190, 837-4195, 838-4200, 839-4205, 840-4210, 841-4215, 842-4220, 843-4225, 844-4230, 845-4235, 846-4240, 847-4245, 848-4250, 849-4255, 850-4260, 851-4265, 852-4270, 853-4275, 854-4280, 855-4285, 856-4290, 857-4295, 858-4300, 859-4305, 860-4310, 861-4315, 862-4320, 863-4325, 864-4330, 865-4335, 866-4340, 867-4345, 868-4350, 869-4355, 870-4360, 871-4365, 872-4370, 873-4375, 874-4380, 875-4385, 876-4390, 877-4395, 878-4400, 879-4405, 880-4410, 881-4415, 882-4420, 883-4425, 884-4430, 885-4435, 886-4440, 887-4445, 888-4450, 889-4455, 890-4460, 891-4465, 892-4470, 893-4475, 894-4480, 895-4485, 896-4490, 897-4495, 898-4500, 899-4505, 900-4510, 901-4515, 902-4520, 903-4525, 904-4530, 905-4535, 906-4540, 907-4545, 908-4550, 909-4555, 910-4560, 911-4565, 912-4570, 913-4575, 914-4580, 915-4585, 916-4590, 917-4595, 918-4600, 919-4605, 920-4610, 921-4615, 922-4620, 923-4625, 924-4630, 925-4635, 926-4640, 927-4645, 928-4650, 929-4655, 930-4660, 931-4665, 932-4670, 933-4675, 934-4680, 935-4685, 936-4690, 937-4695, 938-4700, 939-4705, 940-4710, 941-4715, 942-4720, 943-4725, 944-4730, 945-4735, 946-4740, 947-4745, 948-4750, 949-4755, 950-4760, 951-4765, 952-4770, 953-4775, 954-4780, 955-4785, 956-4790, 957-4795, 958-4800, 959-4805, 960-4810, 961-4815, 962-4820, 963-4825, 964-4830, 965-4835, 966-4840, 967-4845, 968-4850, 969-4855, 970-4860, 971-4865, 972-4870, 973-4875, 974-4880, 975-4885, 976-4890, 977-4895, 978-4900, 979-4905, 980-4910, 981-4915, 982-4920, 983-4925, 984-4930, 985-4935, 986-4940, 987-4945, 988-4950, 989-4955, 990-4960, 991-4965, 992-4970, 993-4975, 994-4980, 995-4985, 996-4990, 997-4995, 998-5000, 999-5005, 1000-5010, 1001-5015, 1002-5020, 1003-5025, 1004-5030, 1005-5035, 1006-5040, 1007-5045, 1008-5050, 1009-5055, 1010-5060, 1011-5065, 1012-5070, 1013-5075, 1014-5080, 1015-5085, 1016-5090, 1017-5095, 1018-5100, 1019-5105, 1020-5110, 1021-5115, 1022-5120, 1023-5125, 1024-5130, 1025-5135, 1026-5140, 1027-5145, 1028-5150, 1029-5155, 1030-5160, 1031-5165, 1032-5170, 1033-5175, 1034-5180, 1035-5185, 1036-5190, 1037-5195, 1038-5200, 1039-5205, 1040-5210, 1041-5215, 1042-5220, 1043-5225, 1044-5230, 1045-5235, 1046-5240, 1047-5245, 1048-5250, 1049-5255, 1050



# NATIONAL TRAINING AWARDS

## Tribute to a winning formula

The National Training Awards, held yesterday, and supported by *The Times*, give recognition to companies that invest in staff, Edward Fennell reports

More than 80 organisations — some large and famous, others small and obscure — celebrated success yesterday at this year's National Training Awards, held in Westminster. Sir Brian Wolfson, the chairman of Wembley plc as well as the National Training Task Force, led the ceremony, while the winners pooled their experience as exemplars of the benefits of training.

Winners spoke of dramatic

breakthroughs in new export markets, of radical transformations of attitude and morale among staff, and of how last-ditch investments in training saved companies from ruin. With Britain in recession, these demonstrations of training success are more important than ever. They underline the fact that when times get tough, the tough train harder. And the sure way for companies to exacerbate their difficulties is by squeezing their investment in training. Recession puts a premium on improved performance. If an organisation is to weather the economic storm, then its managers and staff need to be at their most effective. And that puts an emphasis on sharpening skills,

rather than neglecting them. The roll call of this year's winners had a familiar ring to it. ICI, Michelin, Nissan, British Steel and Boots are just some of the household names that crowd the list. Some companies have won before, and their success is part of a continuing commitment to achieving success by developing their staff. For other companies, however, such as R.S. Clare or the Grapevine Hotel, both of which won special awards, success is a

unique event that marks a fundamental change in their operations. These organisations have implemented a move, perhaps, from mediocrity to excellence or have raised their sights and expectations. They are not content any longer just to "get by"; they want to "get on".

Now in their fourth year, the awards are gradually becoming part of the fabric of the industrial world, like the Queen's Awards on which they were modelled. Their establishment, and the support they receive from leading companies, is evidence of the growing awareness of the significance of training, which was triggered by the launch of the "training revolution" in the mid Eighties. There are



Training for success: the team from the Grapevine Hotel, in Stow-on-the-Wold, which won a Patron's Award

still many who claim that spending on training is insufficient. And there is little question that Britain lacks the systematic and comprehensive approach to training adopted by many of its rivals. However, the transformation in attitudes in recent years has been remarkable. Ten years ago, political parties gave low priority to training and trade union leaders would not demand better training as part of their negotiating packages. Now, the clamour for training by industrial and political leaders is incessant.

The sharp line between education and training is being eroded, and an infrastructure of qualifications and training opportunities is being put in place, which, if sustained, could give Britain the industrial workforce it needs by the year 2000.

However, if the big companies, encouraged by the government, are now giving high value to training, does this mean that individuals, too, perceive its value? Surveys of public opinion within the past 18 months have

suggested that large parts of the population are still unmoved by the prospect of gaining new skills. Large companies have seen the virtuous circle that develops between a well educated workforce and commercial success. Yet the British people appear to have missed the connections.

Ironically, perhaps, it is the National Training Awards that provide the latest evidence of this indifference.

Winners tell how, when they wanted to improve the level of skills in their company through training, they were faced with deep suspicion and hostility from the workforce. The training is seen as a threat, rather than an opportunity, and in many cases, it is only by dogged perseverance and the skills of the trainer that the workforce is gradually

trained. Fortunately, most of the stories had happy endings. Better performance at work leads to more job satisfaction, higher morale and wider career horizons. This applies at all levels, from managers and supervisors through to those who have learning disabilities. Effective

training develops personalities because most of us enjoy doing things well and being part of a successful team. People also enjoy working for successful organisations. The basis on which National Training Awards winners are selected is clear. Awards are not made for interesting, imaginative or even entertaining training.

National Training Awards are made for "exceptionally effective training", and that effectiveness is judged in

### WINNER OF A PATRON'S AWARD

The travel and tourism sector is one of Britain's biggest growth industries. However, many of the businesses are small and, as regular users of British hotels will testify, the service is frequently unreliable. The Grapevine Hotel in Stow-on-the-Wold, Gloucestershire, bucks the trend (Edward Fennell writes).

Although it employs only 30 people and has only 17 bedrooms, it has scooped one of Sir Brian Wolfson's two Patron's Awards. This shows what other hotels could achieve with similar commitment.

"The future for the Grapevine lies in staff development," Sandra Elliott, the owner, says. "They are the greatest, most charming and caring resource we have got."

Mrs Elliott took over the hotel four years ago. She admits it was not in a satisfactory state. The staff were pleasant and the hotel was successful financially but there was no sense of striving for standards. Within two years, Mrs Elliott had serious staffing problems. There was a high turnover and some jobs were proving very difficult to fill. Few of the staff had qualifications and it seemed that things could only get worse as the number of potential employees locally was declining.

"We needed to raise the image of the Grapevine as a quality employer" both to educationalists and the workforce," Mrs Elliott says.

"We needed total job awareness, and this had to come

through training to industry-recognised standards."

The management and staff took two years to improve the hotel's image and performance. An emphasis on standards was the key. "Every member of staff had to understand the standard required, the necessity for that standard, how it was important in relation to other departments and how they could maintain it," Mrs Elliott says.

The hotel made extensive use of national qualifications, particularly those from City & Guilds. The result is that all the kitchen staff now have appropriate qualifications. It is just as important that a third of the staff now have a Craft Trainer Award. This means the day-to-day practical training is now conducted by experienced staff who understand how to teach.

This has been immensely useful in retaining staff. The annual turnover, which was 50 per cent in 1987-88, has dropped to 4 per cent, and vacancies can be filled fairly easily by students who now queue for industrial placements at the hotel. Mrs Elliott says: "Staff see training as a benefit. They get more job satisfaction and feel they are on a career path. It is a very good reason for staying."

The benefits of the training can be seen in the financial results. Repeat business has consistently increased and turnover has grown by an average of almost 30 per cent a year for the past three years. Investment in training has been good business as well as good sense.



Improving standards: learning the art of silver service

### Winners spoke of breakthroughs in export markets, of transformations of attitude and of last-ditch investments in training that saved them from ruin

### WHEN OUR STAFF GO

### INTO TRAINING, IT'S YOUR STAFF WHO END UP IN GREAT SHAPE.

Gardner Merchant, the UK and European leader in contract catering, has undertaken a major training programme relating to Hygiene and Good Food Handling Practices and 20,000 company staff have qualified with a Royal Institute of Public Health and Hygiene Approved Certificate. This represents part of a major ongoing commitment to improved customer service for more than ever, your employees demand the very best catering services within their working environment. They expect, and receive, balanced meals, served with imagination and skill — and in accordance with scrupulously high standards of hygiene. Good food, enjoyed in the right atmosphere, promotes good morale and hence greater productivity — so it's to everyone's benefit to ensure that's exactly what your staff receive.

To provide that kind of service demands a highly trained workforce of catering professionals working on your premises — which is why Gardner Merchant puts £3.1 million annually into training 24,000 of its staff to provide the very best in food services.

The results speak for themselves:—

- ✓ Gardner Merchant caters for 84 out of the UK's Top 100 companies.
- ✓ Gardner Merchant has been chosen by 500 new clients this year.
- ✓ Gardner Merchant operates in 14 countries worldwide, serving 4,495 contracts and employing 41,000 staff — which makes us clear leader in food services worldwide.

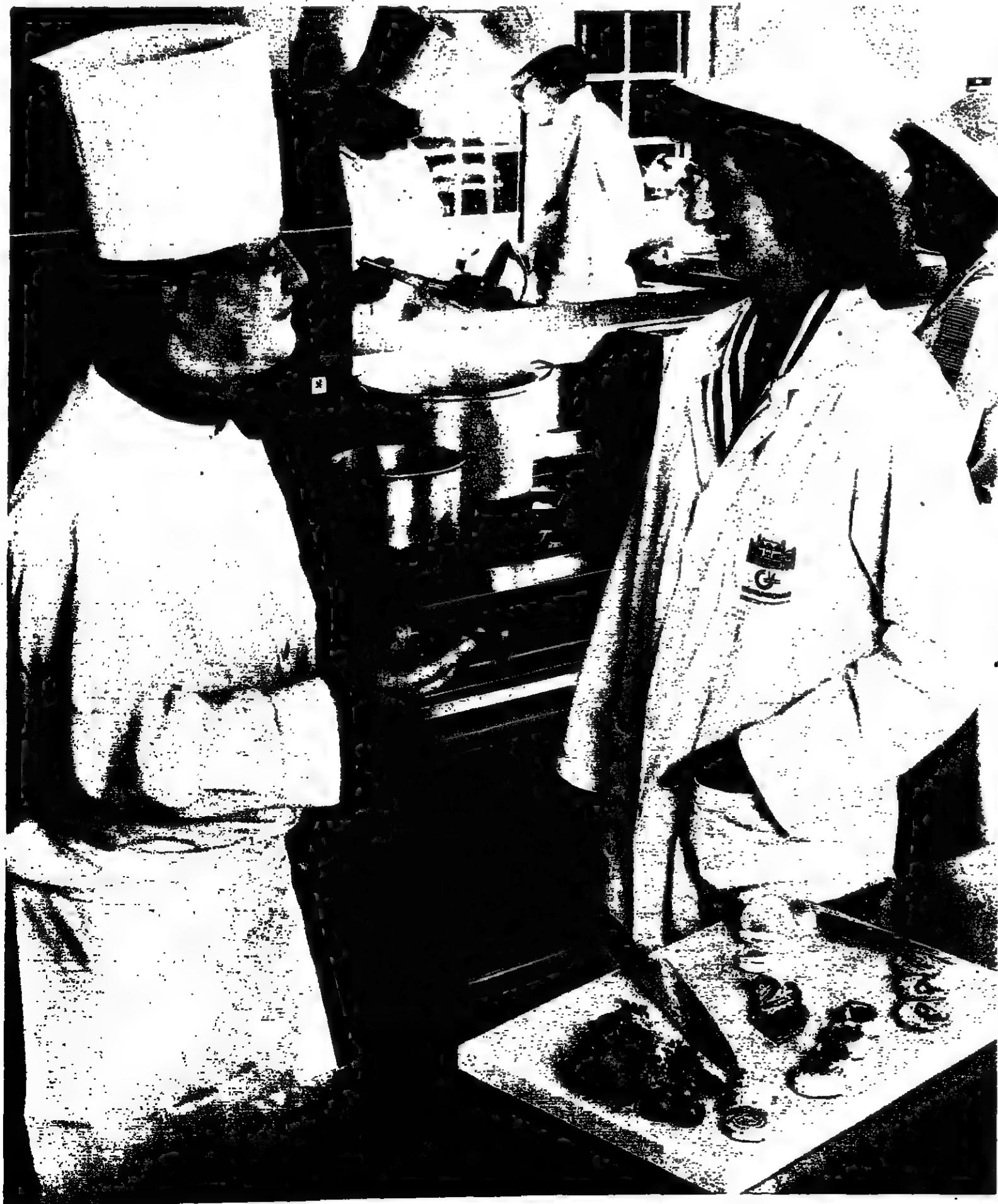
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HONEST TO GOODNESS  
FOOD AND SERVICE

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**Warner**

UK Self Catering and Catered Holidays

and

**SHEARINGS**

Coach Holidays

on being winners of  
1990 National Training honours  
with their



Quality Through People Programmes

## Howard leads the way

A document published ten years ago embodied a message that is even more relevant today: "Unless employers recognise the critical importance of enabling their employees — whether white-collar or manual — to develop their abilities through further training, there will be no progress."

These words, in *A New Training Initiative*, a consultative document from the then Manpower Services Commission (MSC), contain a theme that has become one of the few permanent features of the employment and training scene. Government initiatives have come and gone. So have the industrial training boards. The residue of the MSC has also finally disappeared, having switched its name and purpose twice in three years.

Yet in an atmosphere of perpetual change, one theme has continually recurred — the responsibility of employers to train and retrain their staff. Whatever else its achievements, the government can claim to have raised the profile of training and attached to it a sense of urgency and importance it did not have in the Seventies.

The fruits of this can be seen in the National Training Awards. Michael Howard, the employment secretary, says employers are spending £20 billion a year on employment and there is evidence across the board of improvements in the quality and quantity of training.

Mr Howard finds it encouraging that, despite the recession, industry does not seem to be cutting spending on training, or viewing it as an unnecessary luxury. The reason why we have skills shortages today is that employers almost abandoned training during the crises of the mid-Seventies. That mistake is not going to be made again.

So what do this year's National Training Awards tell us about the state of British industry?

"First, that employers are now committed to a general development of their people," Mr Howard says. There is evidence from this year's award winners that the development of staff at all levels of the organisation is now accepted as important. The traditional view that training was a reward or a restricted privilege for elite groups such

Government initiatives offer full support to employers who invest in training, Edward Fennell writes



Encouraged: Michael Howard, the employment secretary

as managers or skilled workers has been superseded.

"Second, there is an increasing interest in enhancing quality," Mr Howard says. "The evidence for this comes from the number of entries based around achieving recognition of quality under British Standard 5750." The pursuit of quality has probably been the most significant development in industry during the past five years and has done much to preserve Britain's international competitiveness.

Training is an essential ingredient in achieving quality and the pursuit of the BS5750 has provided the setting for about a quarter of the commended and winning entries for this year's National Training Awards. The trend is likely to continue as more organisations come to appreciate that British Standard recognition, and that of its international equivalent, will be increasingly important for ex-

port sales and competitive tendering.

"Finally," Mr Howard says, "this year's awards have demonstrated that training programmes are being increasingly linked to National Vocational Qualifications (NVQs). I find this very encouraging. NVQs are signposts that encourage individuals and provide the key to effective training. And because they are highly relevant to the needs of employment, they are being highly successful in changing the attitudes of individuals and employers to the importance of qualifications."

Looking at the wider training scene, Mr Howard balances his satisfaction at the progress being made with an acknowledgment that small businesses still have a long way to go before they fully meet their skills needs. Most new jobs created in the economy are likely to be in the small business sector, but if

these small enterprises draw in large numbers of young people and then fail to invest in their training, long-term problems will result.

Mr Howard hopes this will be averted through the new employer-led Training and Enterprise Councils (TECs). As well as taking responsibility for delivering the government's adult and youth training programmes, the TECs must stimulate investment in training so as to meet the skills needs of industry in their areas. A number of them are already piloting radical developments, such as the training credits scheme for school-leavers, whereby a young person will have about £1,000 of buying power to use in the training market.

"The TECs represent a most important development in the establishment of training in this country," Mr Howard says. "They are being given an enormous amount of taxpayers' money and they provide the most effective way of tailoring expenditure on training to local needs."

However, although training is being made more local and its objectives are being set closer to its customers, the national framework remains critical. The development of NVQs is one dimension of this, but it is linked to educational reform, the development of the National Curriculum and other developments, such as the Technical and Vocational Education Initiative (TVEI), which are taking place in schools and colleges.

In many respects, the traditional divisions between education and training and between the education department and the employment department are breaking down. The recent exchange of junior ministers between the two departments, involving Robert Jackson and Tim Eggar, showed how coherence is coming into the system.

As outside observers point out, however, the threat to the success of these plans may lie in unemployment. If it continues to mount, then government money earmarked for training may have to be diverted its way. The lessons of training have been learnt. The question is whether employers will succeed in applying them.

**YOU CAN'T GET BETTER THAN A NATIONAL TRAINING AWARD.**



Before we introduced our new specialist brake service, we trained our people to the highest standards to ensure our customers would be as delighted with this service as they are with

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SUPERDRUG DON'T  
BELIEVE IN  
SAVING MONEY.



Superdrug are proud to receive a 1990 National Training Award for retail management training.

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A SMARTER WAY TO SAVE SERVE



## AWARD WINNERS 1990

**Category 1: Employing organisations**  
 Arthur Fox (Sheffield)  
 Asda Stores  
 Atomic Energy Authority - Dounreay  
 Barkers Catering Services  
 Boots the Chemist  
 Bradford & Bingley Building Society  
 British Coal Corporation  
 British Steel, General Steels, Scunthorpe Works  
 British Steel Technical - Central Management Services  
 British Steel, Central Training Unit  
 C.S. Martin  
 Compass Services (UK)  
 CWS Agriculture  
 Delyn Mill  
 Dymally Group Services  
 Falcon Sailing Holidays  
 Francis Nicholls  
 Gardner Merchant  
 Grolbank  
 Gleaner Cills  
 GPT  
 Grapevine Hotel  
 Greaves Engineering Services  
 Haydon House Hotel  
 Hunting Precision Components  
 IBM United Kingdom  
 ICI Fine Chemicals  
 Manufacturing Organisation  
 Independent Insurance Company  
 Jaguar Cars  
 Kirkcaldy Metropolitan Borough Council  
 Kwik-Fit  
 L'Oréal (Golden)  
 Lucas Aerospace - Engineering and Heating Systems  
 Michelin Tyre - Ballymena  
 NEI Reyrolle  
 Nissan Motor Manufacturing (UK)  
 North-Eastern Education and Library Board  
 Pedigree Petfoods  
 Pindin Engines (Peterborough)  
 Pirelli  
 Prudential Bridal Centre  
 R.S. Clare & Co.  
 Rainbow Room Education  
 Redwood Construction  
 Remploy  
 Richard I Racks

**Short Brothers**  
 South Yorkshire Metropolitan  
 Ambulance Service  
 Sovereign International Freight  
 Stetley Brick & Concrete  
 Products  
 Sterling Organics UK  
 Straker Construction  
 Superdrug Stores  
 Systems Engineering Products  
 Lucas Engineering & Systems  
 Tees and Hartlepool Port  
 Authority  
 The Guardian  
 Varian Medical Equipment  
 Warner Holidays  
 Westminster Press Training  
 Centre  
 West Yorkshire College of  
 Health Studies (Huddersfield  
 Branch)  
 Whitbread Inns

**Category 2: Training providers**  
 Amaro (Training, Education &  
 Safety)  
 Bank of England  
 Beaumont College of Further  
 Education  
 Community Industry, West  
 Yorkshire  
 Employment Initiatives  
 Grand Metropolitan Training  
 IC (Language and  
 Communication Services)  
 Independent Television  
 Association  
 Manchester College of Arts and  
 Technology (MANCAT)  
 Manchester Language - Export  
 Centre  
 Putteridge Bury Management  
 Centre  
 Rathbone Training - Aylesbury  
 Sandwell College, Faculty of  
 Technology  
 Silhouette Beds  
 Stocksbridge Engineering  
 Schools Belmont Training  
 Thatcham Training  
 Training Development  
 Tyne & Wear Chamber of  
 Commerce - Wearside Centre  
 University of Sheffield -  
 Division of Continuing Education  
 University of Warwick, Warwick  
 Manufacturing Group  
 Valliant  
 Work Wise

## Nissan mould for car-making

Edward Fennell on  
 how team leaders  
 have become the key  
 people in the  
 Japanese technique

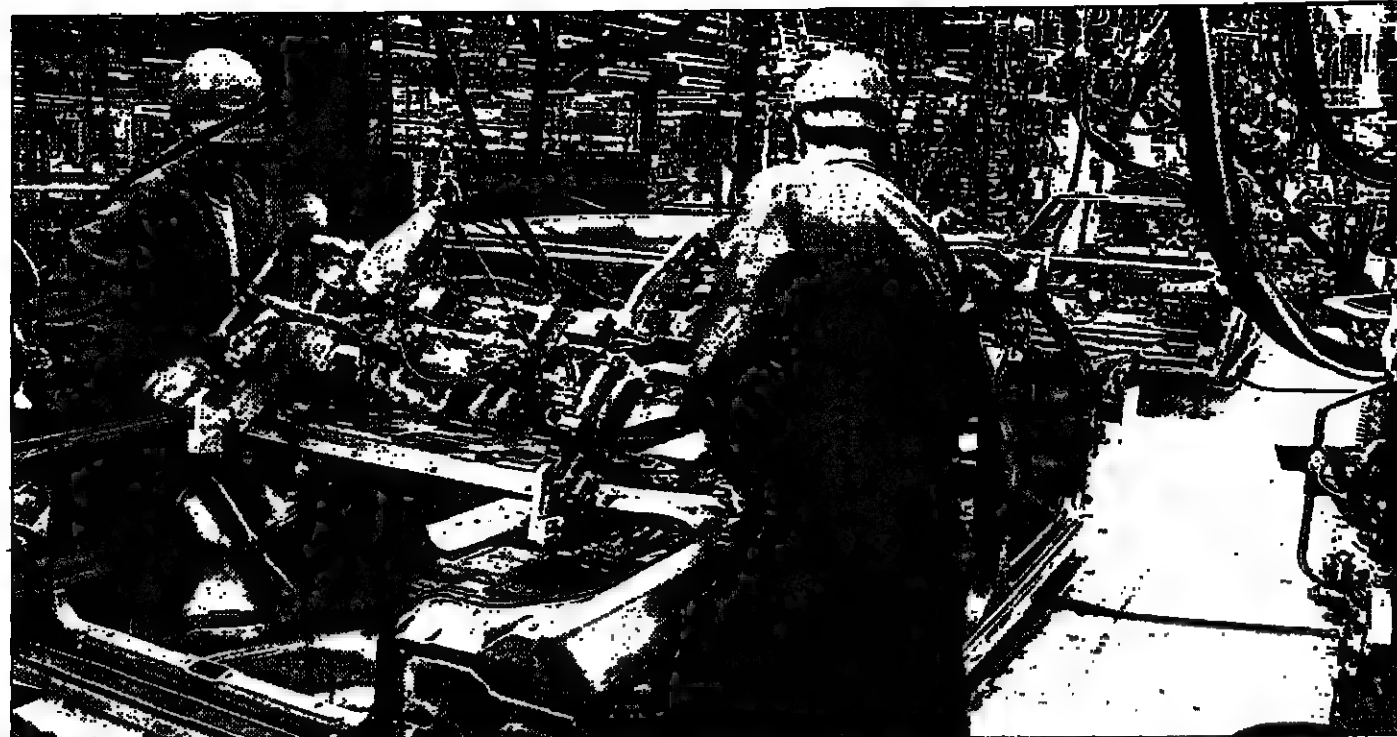
Nissan has much to teach  
 British industry. Not  
 only is its plant in the  
 northeast a source of  
 inspiration for British engineer-  
 ing, but its methodical approach  
 to training and planning also has a  
 wider application.

The company's drive to expand  
 production of its Bluebird car  
 while preparing to introduce a  
 new model caught Sir Brian  
 Wolfson's eye and won Nissan  
 one of its two Patron's Awards.

During 1989, Nissan aimed to  
 increase production of Bluebird  
 cars by 50 per cent through the  
 training of an extra 500 workers.  
 At the same time, the company  
 had to train an additional 600  
 operators for the production of the  
 new car.

Responsibility for training the  
 shopfloor operators was placed  
 firmly on the production line  
 management team. These man-  
 agers had to ensure that every  
 person could perform not just his  
 own job, but one "upstream" and  
 one "downstream".

Training was largely on the job,  
 but the distinctive feature of the  
 Nissan approach was to display  
 every worker's performance level.  
 A series of codes made it possible  
 to see at a glance how every  
 worker was doing, in terms of



Training methods pay: Nissan coped with a complicated production pattern by organising a system of assessment and leadership

speed, quality, specification, and  
 the ability to perform the standard  
 operation. Ideally all workers  
 would eventually achieve the  
 quality standard required and take  
 corrective quality actions, while  
 doing the job in 90 per cent of the  
 allotted time and spotting any  
 problems in the specification. In  
 this way Nissan built in total  
 quality at every stage.

Although the public display  
 system provided a powerful

motivation, and enhanced the  
 individual's sense of respon-  
 sibility, the secret of the system's  
 success lay with the supervisors  
 and team leaders. They were all  
 trained in an array of skills such as  
 instructional techniques, indus-  
 trial engineering, method study  
 and motion analysis, and, most  
 importantly, they fully understood  
 what they were trying to achieve.

This meant that when they  
 coached individual team mem-

bers nobody was uncertain about  
 the objective.

The outcome was, perhaps  
 predictably, highly successful. The  
 new car was launched into produc-  
 tion exactly according to schedule  
 and met the high quality levels  
 that had been set. A Japanese  
 quality audit of production rated  
 it as being "up to Japanese quality  
 level", which would have been  
 thought unattainable in British  
 industry just a few years ago.

The benefits for Nissan are not  
 restricted to the short term. The  
 internal communication and co-  
 hesiveness of the company have  
 been strengthened.

Nissan observed: "The initia-  
 tive has shown conclusively that if  
 the wealth of knowledge, skill,  
 ability, and endeavour of the  
 workforce can be harnessed and  
 focused on the task, then the result  
 will be success for the whole  
 company."

## REGIONAL COMMENDATION WINNERS

**London**  
 John Drewry Associates  
 Missing Link Software  
 Nationwide Anglia Building  
 Society  
 Post Office Couriers  
 Quicks  
 Royal National Institute for  
 the Blind  
 Unisys Europe-Africa

**Southeast**  
 Amersham Life Sciences  
 Bentley Woolston  
 Bevan Funnell  
 Color Group  
 Lloyds Bank  
 Morland & Co  
 Nationwide Anglia Trust  
 Offshore Instruments  
 Parasol Portrait Photography  
 Rosemount  
 Spring Grove Services

**Southwest**  
 Cable & Wireless  
 CMB General Packaging

**Derbyshire & Yorkshire**  
 Destination Crystal  
 Ian Williams & Co  
 Paragon Laundry Group  
 St Loy's College  
 Tremorvah Industries

**West Midlands**  
 Courtauld Jersey  
 GEC Airstream Measurements  
 Haldressing Open Learning  
 Developments  
 Michelin Tyre  
 Midlands Electricity  
 Redcliffe Catering  
 The HSE College of Further  
 Education

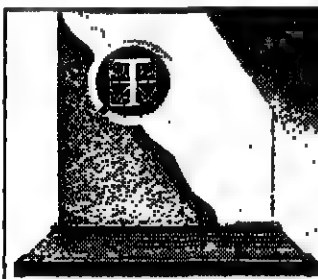
**East Midlands & Anglia**  
 Abels of Watton  
 British Gas, East Midlands  
 Crossfield Electronics  
 High Peak College  
 Leicester & Thorne  
 Thomas Cook (Consumer  
 Sector)  
 Thorntons Manufacturing  
 Division

**Yorkshire & Humberside**  
 AE Piston Products  
 Calderdale Training  
 CCOU, University of Leeds  
 Mabley Hire Co (head office)  
 Riverside Electroplaters  
 Yorkshire Electricity Group

**Northwest**  
 Blackpool Pleasure Beach  
 Burtonwood Brewery  
 Charlotte Mason College  
 ICI - Pharmaceutical  
 Business Area  
 Shearings Holidays & Hotels  
 Tate Gallery Liverpool  
 The Merseyside Language  
 Export Centre

**Northern**  
 British Steel, General Steels,  
 Teesside  
 Neighbourhood Energy Action  
 Storey Carpets

**Scotland**  
 British Steel Strip Products -



**Ravenscroft Works**  
 Machers Training Group  
 United Distillers,  
 Operations

**Northern Ireland**  
 BIS Beacom (International)  
 Du Pont (UK)  
 Training Development  
 TSB Bank Northern Ireland

**Wales**  
 British Steel - Port Talbot  
 Works  
 Pengwern Hall

## Michelin's multi-skill craftsmen

THE Michelin Tyre factory at  
 Ballymena, Northern Ireland, has  
 cut breakdown time by more than  
 a quarter in the past two years  
 (Michael Hatfield writes).

One reason is the training of  
 engineers in the latest control  
 technologies. More than 21,000  
 man-hours of training were given  
 to about 120 engineers, providing  
 them with both electrical and  
 mechanical skills: electrical crafts-  
 men learnt mechanical skills, and  
 mechanical craftsmen were taught  
 methodical diagnostic techniques.  
 The craftsmen were trained to  
 apply their skills in using and  
 maintaining new machinery.

The training has enabled the  
 factory to restructure its mainte-  
 nance. Engineering staff on shifts  
 have been cut by more than 25 per

cent. The Ballymena factory has  
 moved from a three-shift, five-day  
 week to a five-shift, seven-day  
 week, and production has risen by  
 more than 40 per cent.

The company says the change  
 was achieved by training crafts-  
 men in this greater range of skills.  
 The training saved money on shift  
 manning and allowed better day-  
 time maintenance routines to be  
 planned. Other benefits are im-  
 proved job satisfaction, and the  
 acceptance by craftsmen of work-  
 ing across traditional trade  
 boundaries.

Michelin also received a  
 commendation for the training of  
 87 employees in purchasing at its  
 Stoke-on-Trent manufacturing  
 headquarters. The purchasing di-  
 vision spends more than £100

million a year in Britain, so  
 Michelin introduced training over  
 and above its total quality  
 management strategy for purchas-  
 ing staff. The objectives included  
 improving attitudes, morale and  
 team-building in the department  
 and identifying technical training  
 needs. Every employee had an  
 individual training plan.

The outcome was a 20 per cent  
 cut in personnel in a year, largely  
 thanks to the personal develop-  
 ment programme. There was  
 also increased flexibility among  
 purchasing staff, and better co-  
 operation between them and  
 administrative staff. Moreover,  
 the feeling of inadequacy asso-  
 ciated with new techniques, such  
 as computer-based buying, has  
 been eliminated.

The quality  
 that sets our training  
 apart, also sets our  
 Company apart.



The excellence of our display and  
 merchandising training is just a  
 fraction of the story.

For the flair, imagination and quality that  
 won us a National Training Award are  
 equally in evidence throughout the rest  
 of our organisation.

Attributes encouraged by a culture that  
 believes in seizing opportunities to  
 develop new markets and new products;  
 anticipating our customers' changing  
 needs.

We've made valuable acquisitions,  
 building a leading business with potential  
 for further growth.

And, over the last 2½ years, our space  
 productivity has increased significantly.

Just as importantly, we've created an  
 environment where high achievers can  
 rapidly establish more fulfilling careers.

It's hardly surprising that our Company,  
 like our training, is well ahead of the  
 competition.



# THE NATIONAL TRAINING AWARDS. EVEN IF YOU DON'T WIN, YOU CAN'T LOSE.

Yesterday, at a special awards ceremony

To win, each of them

in London, 83 organisations ranging

had to demonstrate the substantial

from small hotels to multi-national

contribution training has made to

manufacturers, were presented with

their performance.

a National Training Award.

How they've been able to cut costs.

How they've increased sales and

improved productivity.

How they've become more efficient

and more profitable.

Results like these were presented

by every one of the 1217 organisations

who entered this year.

The winners did it just that

little bit better.

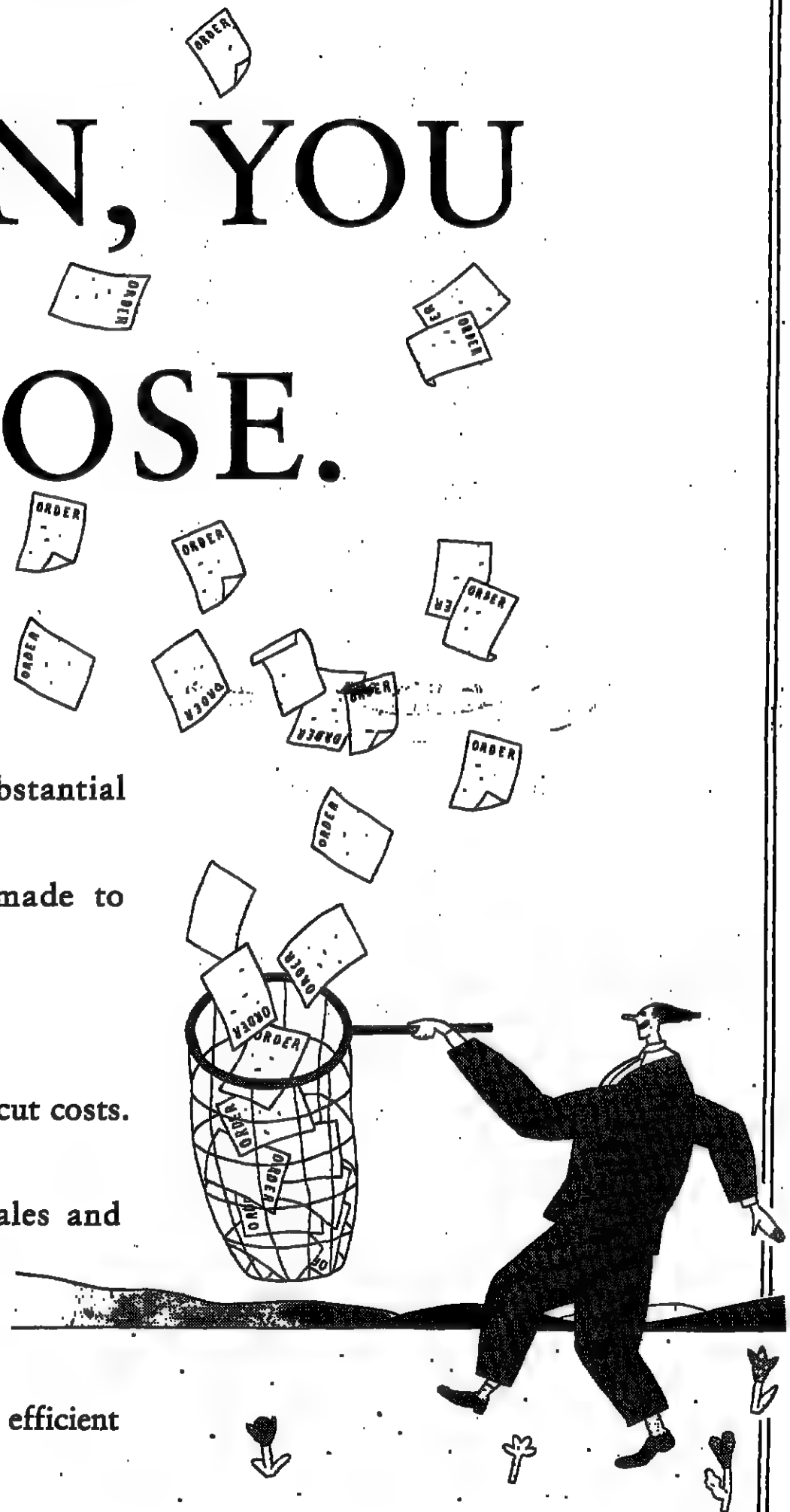
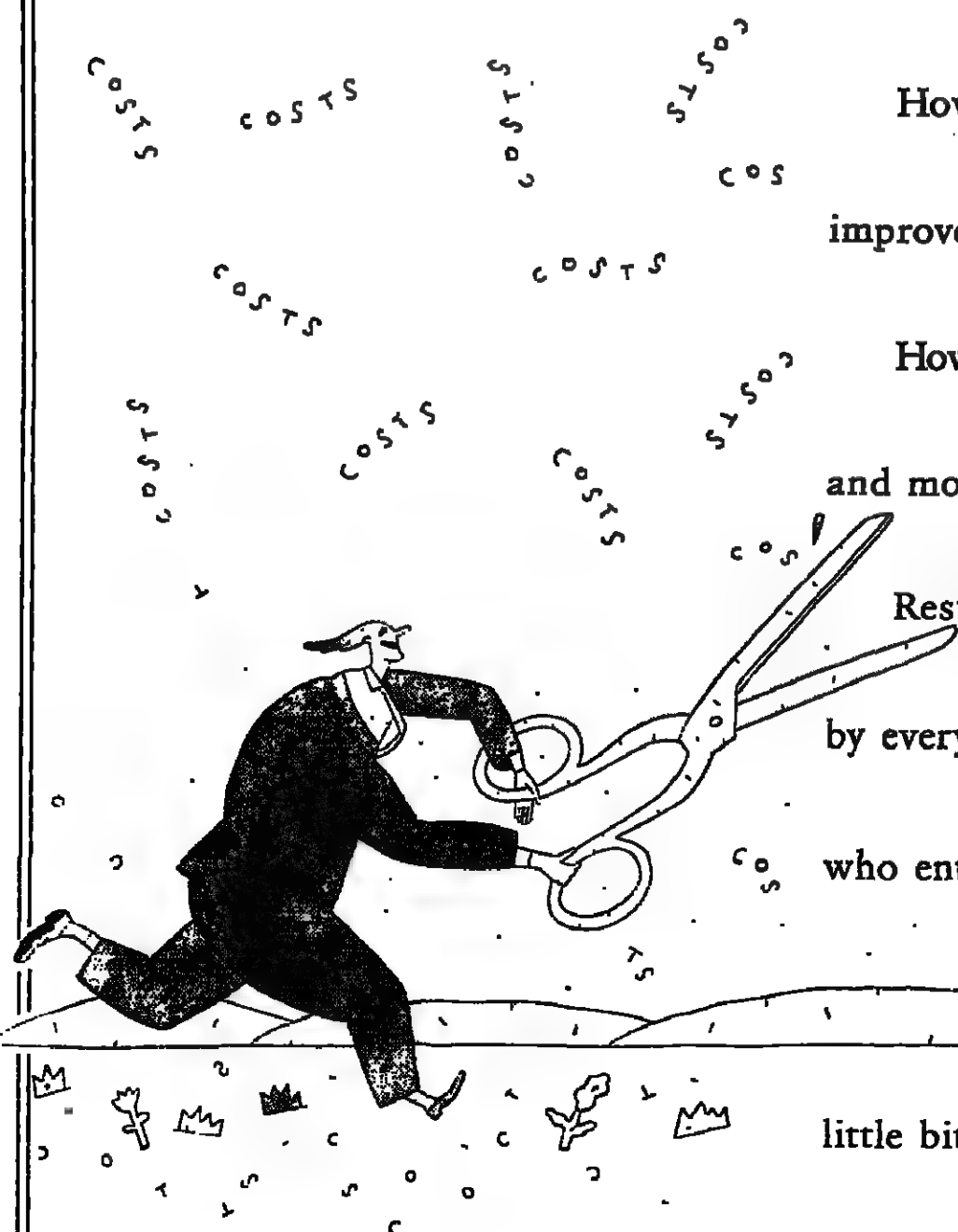
Which is why we can honestly say

that everyone who enters wins.

They're all living (and working)

proof of the benefits of investing

in people.





Because it's people who are the competitive weapon of today. And people who will provide the competitive edge for the future.

This year's winners will reap even more benefits from their training initiatives.

Respect for the quality of their products and services will rise dramatically.

They'll find themselves appearing in national and regional newspapers.

They'll discover they've suddenly become more attractive to a higher quality and quantity of recruit.

And that the staff they have will be in less of a hurry to leave.

If you'd like to find out more about how this year's award winners did it and how you can enter next year, just send off the coupon.

You've everything to gain and nothing to lose.



THE NATIONAL TRAINING AWARD.

## 1990 NATIONAL TRAINING AWARD WINNERS.

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EMPLOYMENT INITIATIVES  
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## A CREDIT TO YOUR ORGANISATION.

For further information about the National Training Awards and details of the 1990 winners please write for your free copy of "Winners '90" to: FREEPOST NTA Winners '90, P.O. Box 12, West P.O., Nottingham NG7 1BR.

NAME: \_\_\_\_\_  
JOB TITLE: \_\_\_\_\_  
ORGANISATION: \_\_\_\_\_  
ADDRESS: \_\_\_\_\_  
POSTCODE: \_\_\_\_\_  
TELEPHONE: \_\_\_\_\_





# Skills and quality take over

The awards provide a good annual indication of the current issues in training, Edward Fennell reports

Every year, the National Training Awards (NTA) reveal different themes. Three years ago, when the first awards were announced, much of the training was focused on the need to cut staff and to streamline production methods. The introduction of information technology was also at the forefront of improvements.

These themes are still relevant but have been overtaken by issues such as multi-skilling and quality assurance. For example, CMB General Packaging, part of the largest packaging company in Europe, undertook a multi-skilling exercise to enable its craftsmen to gain skills in the printing, fitting and electrical fields. The efficiency level of the plant has increased significantly and, interestingly, staff turnover and absenteeism rates have dropped substantially.

At Portals, the supplier of security banknote paper, there was a drive to reduce the use of contractors and cut wasted time. Multi-skilling was seen as the way, and training programmes were introduced for the electrical, electronic and mechanical engineering maintenance staff. The workforce was reorganised in line with the multi-skilled approach. The benefits were quickly apparent. Wasted time was cut by between half and two-thirds and there has been a rise in staff commitment and motivation.

There was a similar development at the Paragon Laundry group in Cheltenham, Gloucestershire, where multi-skilling was introduced for the production staff. In the three-year period since the launch of the programme, net sales have increased by more

than 70 per cent. Multi-skilling can also be linked to Paragon's recognition under the British Standard 3750 for quality assurance.

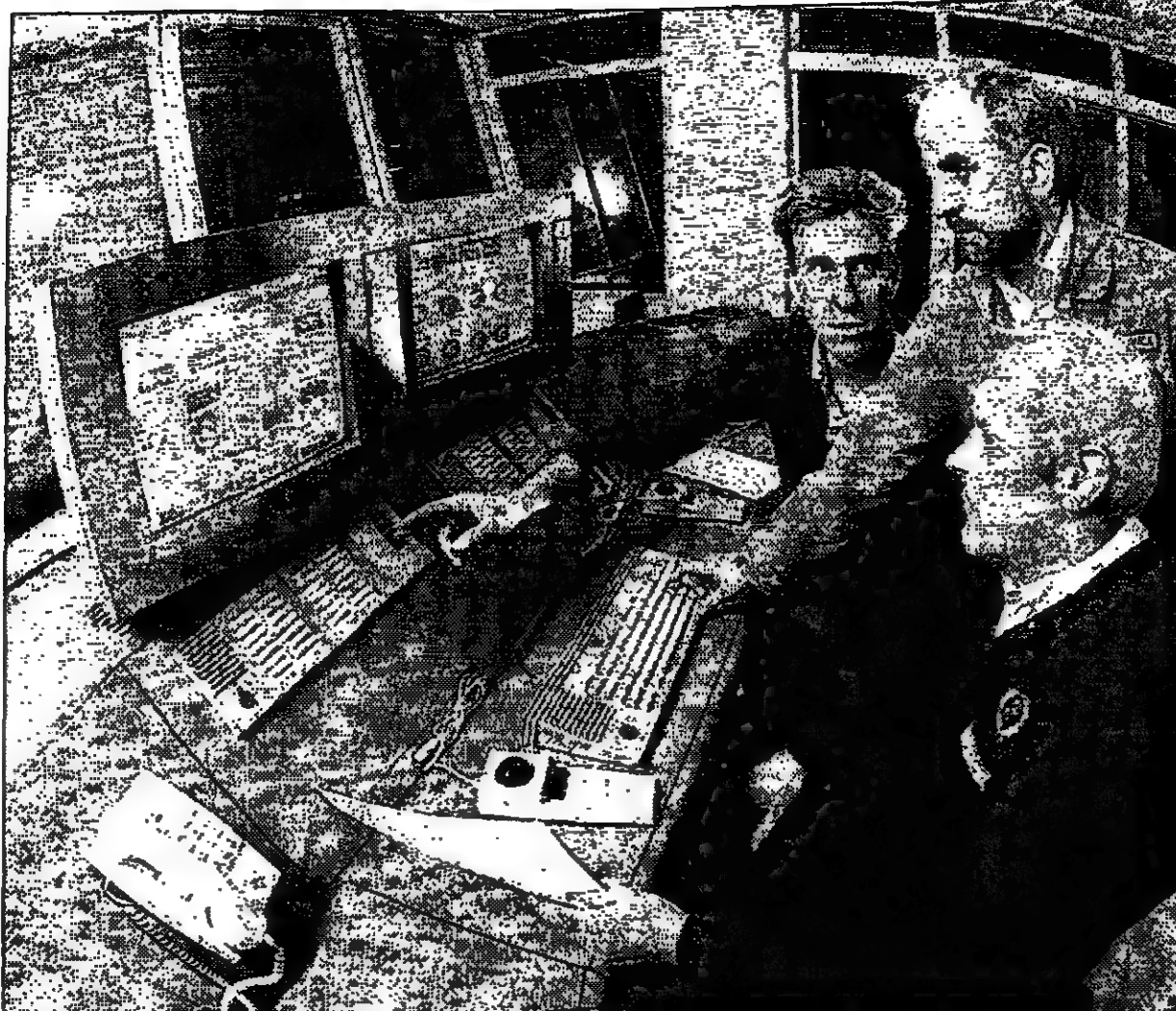
Quality is another issue that is attracting enormous interest. Management gurus, including Tom Peters, who made his name largely by co-writing such books as *In Pursuit of Excellence*, have played an important part in reshaping attitudes. There is now widespread awareness of concepts such as total quality management (TQM) and quality circles, which is where the Japanese for years have scored points over their competitors in Britain and the United States.

Credit is also due to the work done by the British Standards Institution in promoting its BS5750 on quality assurance. A sizeable proportion of this year's NTA entrants undertook their training primarily to achieve recognition under BS5750.

The inspiring rhetoric may come from Mr Peters, but the practical expression of it has come through British Standards.

An example is Gleaner Oils, which distributes Shell Oil products to a wide range of specialist customers in the west of Scotland. Gleaner faced the problem of a declining demand for heating oil, alongside a threat from increasing competition. It saw that one of the principal ways it could fight back was through a new emphasis on customer-care skills.

A system was introduced based around the demands of the BS5750 and training was devised to match. Gleaner achieved BS recognition and increased profits year-on-year by 24 per cent in the first 12 months, followed by 36 per



The way forward: Portals, the supplier of banknote paper, used multi-skilling to reduce the use of contractors

cent in the following year. However, not all quality-inspired training programmes result in BS5750 recognition. In many cases, managements merely want to establish a TQM system. This applies to the Michelin Tyre factory at Stoke-on-Trent, where TQM was well established on the production floor but had not been introduced into the purchasing department.

A programme was designed to meet the needs of every individual, who then attended the appropriate courses. The purchasing staff became more flexible and more capable of handling new techniques, such as computer-based purchasing. What was more, their attitude to training changed. Rather than being reluctant to undertake it, they saw it as a natural part of the continuous cycle of change and improvement within the company.

Another strong theme to emerge from this year's entrants was the increasing range of contacts and collaboration between industry and higher education. Whereas they were once divided by mutual ignorance and even hostility, a growing number of colleges are becoming actively involved in meeting the needs of employers.

An interesting example is the NTA entry from Cable & Wireless (C&W), which built on an established connection with Anglia Higher Education College to satisfy the mounting demand for telecommunications technologists. Under the scheme, trainees from C&W and other leading telecommunications companies were able to achieve a degree partly by studying at Anglia and partly at the C&W college,

at Porthcurno, Cornwall. The career prospects of the trainees were enhanced and employers were provided with degree-qualified young people, who also had a good practical understanding of the industry, without all the expense of having to recruit through the graduate "mill-round" system.

The Manufacturing Systems Engineering group, at Warwick University, is playing a similar constructive role for Rover, although in this case it is focused on those who already have degrees. Rover introduced a new "cellular"

organisation on the shopfloor and it needed to train managers and graduate trainees to operate in the new system. In conjunction with Warwick University, an integrated management development scheme was introduced, based around intensive residential periods at the university. The skills the managers learnt became essential to the success of the cellular scheme.

Rover said: "We can only succeed through our people and we are convinced that this was the only avenue to supply these crucial positions within production management."

## Adaptability gives the answer

A company finds training and motivation can pay off in a shrinking market

THE WINNER of this year's Channel 4 *Business Daily* award is R.S. Clare & Co, the Liverpool company with a history stretching back to the mid 18th century.

The award was, however, for R.S. Clare's adaptability, rather than its longevity, according to Andrew Clayton, the editor of *Business Daily* (Edward Fennell writes).

For many years the company had been supplying grease to oil companies and producing thermoplastic marking material for international sales. However, with its staff of 60, it gradually found itself languishing in a declining market. The senior management realised that if it was not careful, its market share would start to slide and it would face severe problems.

The company realised that an approach based on training was urgently needed about two years ago, when, having drawn up a "plan for change", it saw that the plan could not be implemented without trained managers and without the commitment of employees to making it work.

The company carried out an audit to assess attitudes and skills. The findings were not encouraging. They revealed there was a nine-to-five attitude, that management was seen only in times of crisis, and that the organisation's goals went largely unattended. As a result, the workforce lacked any sense of direction and there was little sense of co-operation.

There was, none the less, one encouraging factor. Although the employees were

not motivated, they wanted to become more involved in the organisation. The management decided to concentrate on introducing significant management training. Taking advantage of the government's Training Programme, the management analysed its training needs and then introduced a series of training workshops that concentrated on practical skills and applications.

Managers were able to introduce specific improvements, such as a reduction of absenteeism, an increase in productivity, or the implementation of a quality assurance system. As part of the exercise, the company gained recognition under the quality assurance BS5750.

An extensive internal communication programme was introduced. The company's market and objectives were made clear. The management tried to make sure everybody understood the business in which R.S. Clare was involved and knew the company's strengths and weaknesses, and the implications for the future. Performance figures seemed to suggest that the company was moving in the right direction. During 1989, pre-tax profit improved by nearly 50 per cent, while productivity in the road-marking division increased by 93 per cent.

Managers began to feel they were capable of taking on more responsibility and morale improved. With a long-term commitment to training now in place, the future of the company looks good.

## A symbol of commitment

The Investor in People initiative gives recognition to those with high standards

As Michael Howard, the employment secretary, said last week: "There can only be a limited number of National Training Award winners, but anyone can become an Investor in People." Investor in People (IIP), launched by the National Training Task Force at the CBI conference a few weeks ago, is the government's latest initiative to spread good practice in employment and training. Where National Training Awards are focused on an elite group of training success stories, IIP is designed to reach out and involve everybody (Edward Fennell writes). As the employment department has said: "The importance of people to business success is now almost universally recognised, but there is a huge gap between recognising this and knowing what to do about it. IIP will try to bridge this gap." The aim of the IIP programme is to get as many employers as possible up to a national standard of performance and commitment to their "human resource". The management of the programme on a local basis will be done by Training and Enterprise Councils (TECs). Approved IIP organisations will have the right to display a laurel symbol to indicate their status. IIP status may even become a requirement to qualify or be considered for certain activities, such as government contracts. However, the thrust of it is to help companies better develop their staff and to provide evidence to customers and potential recruits alike that they take training seriously.

The intention is that initially TECs will be parsimonious in handing out the IIP laurels. As the employment department advised TECs: "Achieving this status will, at first, be within the grasp of only a handful of outstanding companies. However, in time, with the help of TECs/LECs and as IIP becomes more firmly established in the UK, the numbers and quality will grow."

The principles are an attempt to bring into the management and development of people the same kind of professional techniques that already apply throughout most well-run organisations. For example, the training needs of all employees - whether new recruits or experienced staff - need to be continually evaluated and training programmes put in place that meet those needs. Investment in training and the use of the skills learnt need to be revised against business goals. That, in its turn, should lead to a renewal of the process, as objectives and goals change. As evidence of the potential benefits of this approach, the employment department has highlighted a number of organisations, most of which are former



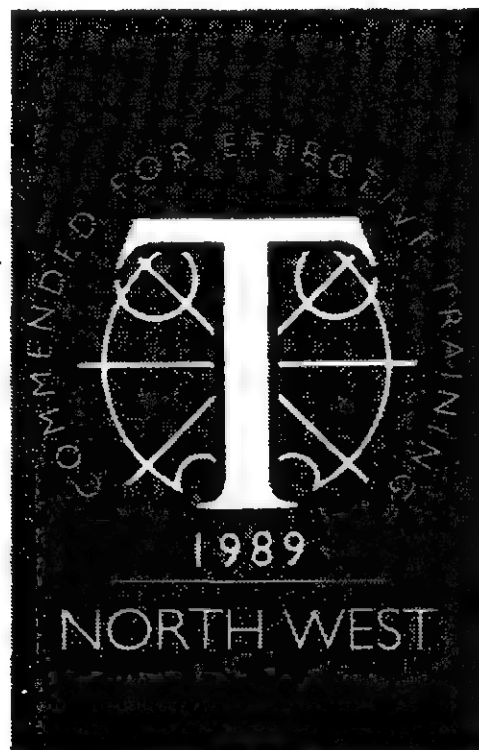
National Training Award winners, that are pursuing this approach.

Redcliffe Catering, a Birmingham company, illustrates how even small organisations can base their growth on a commitment to training. Within four years, the company has expanded from having six full-time staff to having a full-time workforce of 100. Many of those employed have come from government-funded training schemes, but it is through a commitment to training for excellence that high standards have been achieved. The catering facilities at Birmingham Botanical Gardens, at the Birmingham Conference and Banqueting Centre, and in the London Suite and Pavilion Centre, are all run by Redcliffe, with the conference and banqueting centre having been opened by the Prince of Wales.

Redcliffe looks like being an early contender for an Investor in People laurel. It will be interesting to see in five years how many companies follow in its path.



1988



1989

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1990

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Work Wise: 67 per cent of its young trainees get jobs

## Ready, willing and fully able to work

**R**emply is a manufacturing and training organisation that competes successfully in the commercial world while providing employment opportunities for disabled people. However, Remply became concerned that its employees were missing the right kind of training for skills and, in particular, National Vocational Qualifications (NVQs). In 1988, Remply started work on its award-winning programme to develop access to, and implement, vocational qualifications throughout the company, as part of its mid-term business strategy. Qualifications were identified that were relevant to the company's semi-skilled occupational areas and which reflected future skill needs. All assessments were conducted in-house and were as flexible as possible within the specifications of the awarding bodies.

"We have 9,000 severely disabled people working for us in more than 90 factories, producing clothing, wheelchairs, furniture and packaging, and doing electronic assembly and bookbinding. We saw the opportunity of establishing standards that were acceptable inside and outside of Remply," Alain Rialland, the company training manager, says.

"Initially we train for the needs of the business but we also have to address personal needs for training. We have an objective of moving at least 500 people out into industry every year, through training. One of

**Disabled people are proving they can be valued employees,**  
**Antony Cox writes**

our long-term objectives is to move people out into the community. "We are pleased with the award because it is all part of proving that a disabled person can achieve a standard set by industry and can help to solve the problems of skill shortages. The award also shows Remply is not just a basket-weaving organisation, and that we are concerned about the abilities of the people who work with us."

Work Wise, a Glasgow-based charity with a distinct social remit, has "an excellent programme which is producing significant benefits for its client group", the National Training Awards assessor says.

The charity aims to enhance the employment prospects, particularly in the retail and clerical service sector, of disadvantaged Scots who have problems getting and keeping jobs. The organisation runs three centres in "areas of priority treatment", a classification that embraces high unemployment, poor housing and general economic and social decline. Its training methods are those used in industry and its rules are those of the office or shop, tempered by a caring attitude.

Work Wise says 67 per cent of

young trainees and 60 per cent of adults get jobs, and 65 per cent of clerical trainees gain Pitman certificates. Less tangible, but equally important, are the personal skills gained by trainees.

The Beaumont College of Further Education, at Lancaster, offers a two- or three-year course to help young people with cerebral palsy and similar disabilities to live independently as adults. The college has more than 80 students.

The NTA assessor said the Rathbone Society, of Aylesbury, Buckinghamshire, offered "individualised training at its best". The society works with people aged between 16 and 21 who find it difficult to acquire and retain knowledge and skills. They may have slight brain damage, an impoverished social or educational background and other physical or mental disabilities.

The training programme starts with an induction assessment, which leads to an individual training plan backed up by continuous assessment and review.

Rathbone sets out to train the whole person, aiming to create an awareness of the standards of behaviour and performance required by an employer. Local companies such as Tesco and the Stoke Mandeville hospital have employed Rathbone trainees, demonstrating that the course has been successful in identifying and overcoming barriers to employment for people with disabilities.

## ANOTHER AWARD HIP HIP HOORAH!



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## Talking the language of success in Europe

**A**s part of its support for the annual National Training Awards, *The Times* makes a Special Award to the company which has done the most to develop training for the demands of the single European market.

At this year's ceremony, held yesterday, Simon Jenkins, the editor of *The Times*, presented *The Times* 1992 Award to IC (Language Communication Services), based at Aston Science Park, Birmingham, whose work embodied the kind of innovative but businesslike training that is essential if the UK is to compete effectively during the Nineties (Edward Fennell writes).

*The Times* 1992 Award went to a Birmingham company for its efforts in preparing small businesses for the single market

IC grew from a collaborative project in the mid Eighties between the then Manpower Services Commission and the education and science department, which aimed to put the talents of the academic community in the West Midlands more readily at the service of industry.

The initiative that impressed *The Times* and won IC a training award was for work undertaken with the group of employers which is often believed to be the

hardest nut to crack in the training field: small business. Birmingham council diagnosed some time ago that the small and medium-sized enterprises in its area were the most under threat from the single market.

One of the ways the council felt it could help was by stimulating the development of language skills, so that companies could take the export fight into the competition's camp.

The challenge IC had to face was how to make the tuition

relevant and quickly effective for an audience that probably had little confidence in its language skills. IC's solution was simple, yet demanded dedication. Rather than developing broad-based, generic material and hoping it would be relevant to its small business clients, IC decided that it must work with companies one-to-one.

The idea behind this was that all the learning undertaken by the trainees would be directly relevant to their jobs and that they would develop

skills and a vocabulary that were appropriate for their particular market. The training could also be put into use immediately, rather than after the course had finished.

This meant that training had to be tailor-made to the circumstances of every employer, with all the learning activities integrated. The care put into the training design has paid off. All the participating companies are now responding confidently to the prospect of Europe. Some are participating in European trade fairs, while others are developing continental marketing strategies. They have crossed the confidence barrier that is the big deterrent.



Simon Jenkins, the editor of *The Times*, presented the 1992 Special Award

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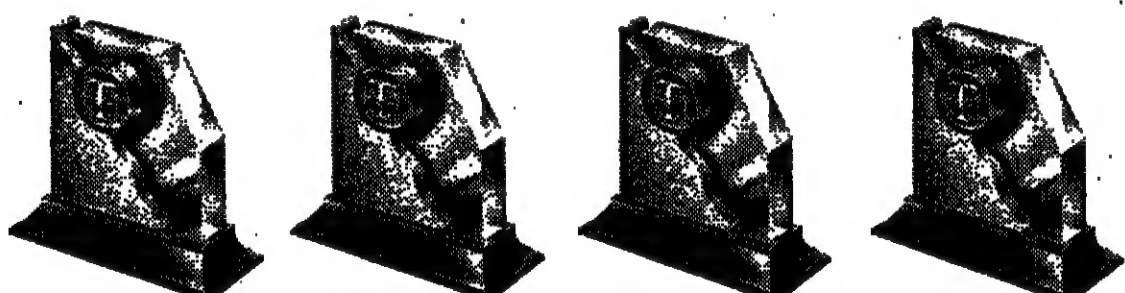
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**1988**  
Awarded for new recruits' training programme at the Basic Oxygen Steelmaking Plant, Llanwern Works.

**1989**  
Awarded for training operators on the UK's first Horizontal Continuous Casting Machine for steel, Panteg Works.

**1989**  
Awarded for Statistical Process Control Training Programme, Scunthorpe Works.



**1990**  
Awarded for training operators and maintenance personnel on the new Ladle Arc secondary steelmaking plant, Scunthorpe Works.

**1990**  
Awarded for a new Quality Management System Training Programme, Central Management Services, Rotherham.

**1990**  
Awarded for computer based health and safety training programme, Central Training Unit, Rotherham.

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British Steel: adding value

"Darlings. Loves.

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I don't know what to say.

I can't believe it.

It's such an honour.

I can't begin to tell you what it means to me.

Thank you.

Thank you, all of you.

Sob.

Sniff."

"Darlings. Loves.

It's such a surprise.

I don't know what to say.

I can't believe it.

It's such an honour.

I can't begin to tell you what it means to me.

Thank you.

Thank you, all of you.

Sob.

Sniff."

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Warner Holidays, part of the Mecca group, runs 30 holiday centres in southern England and is host to about 850,000 visitors a year. Warner is in a fiercely competitive market, within which facilities, standards, locations, pricing - and wages and conditions - are all very similar.

Training provided Warner with the key to increasing its competitive advantage. Anthony Cox writes. The company's Quality Through People (QTP) programme, with its emphasis on training, was introduced by Ewan Park, the personnel director, and

## The quality of happy holidays

John Harrison, the personnel controller, to serve customers better and so boost financial performance.

"Training is a boardroom issue at Warner," Mr Harrison says. "Last year our staff turnover was 50 per cent higher than this year. The decrease is a direct result of our QTP programme. We are showing that the benefits of training are well worth the investment. Better trained people give better service and customers enjoy themselves more - and spend more. Our in-chalet questionnaire for visitors shows positive changes this year in all areas of the customer-staff interface."

"I also like to think that a Warner-trained employee is now a benchmark of quality for the whole holiday industry. The first question from a lot of potential employees these days seems to be, 'What training do you offer?' Receiving this award is like getting a kitemark. We are in an immensely competitive recruitment market and it is good for us to have our training success recognised."

Peter Tyler, the personnel and training manager of Falcon Sailing Holidays, says his company's award-winning training programme is about "customer care".

Falcon is a specialist operator offering watersport holidays. The staff development programme trains

"The industry is notorious for its transient staff but we can keep people for three or four years. Staff are keen to return because they see training as good for them. We give them the time and the money to become qualified instructors. People can see themselves developing as professional watersports instructors with us. "Unless companies like us make an effort, the watersports scene will be seen as a cowboy operation. Watersports today is rather like the ski business 15 years ago. We are in a niche market but it is expanding. Training is providing us with strength in depth."

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Antony Cox looks at  
 how a bed-maker  
 brought in a new  
 product and taught  
 its staff to sell

The bed industry entered the Eighties described by itself as "neither a high-tech nor a low-tech industry". The industry was price-led, and little information was available about its products, 90 per cent of which were, in any case, essentially the same.

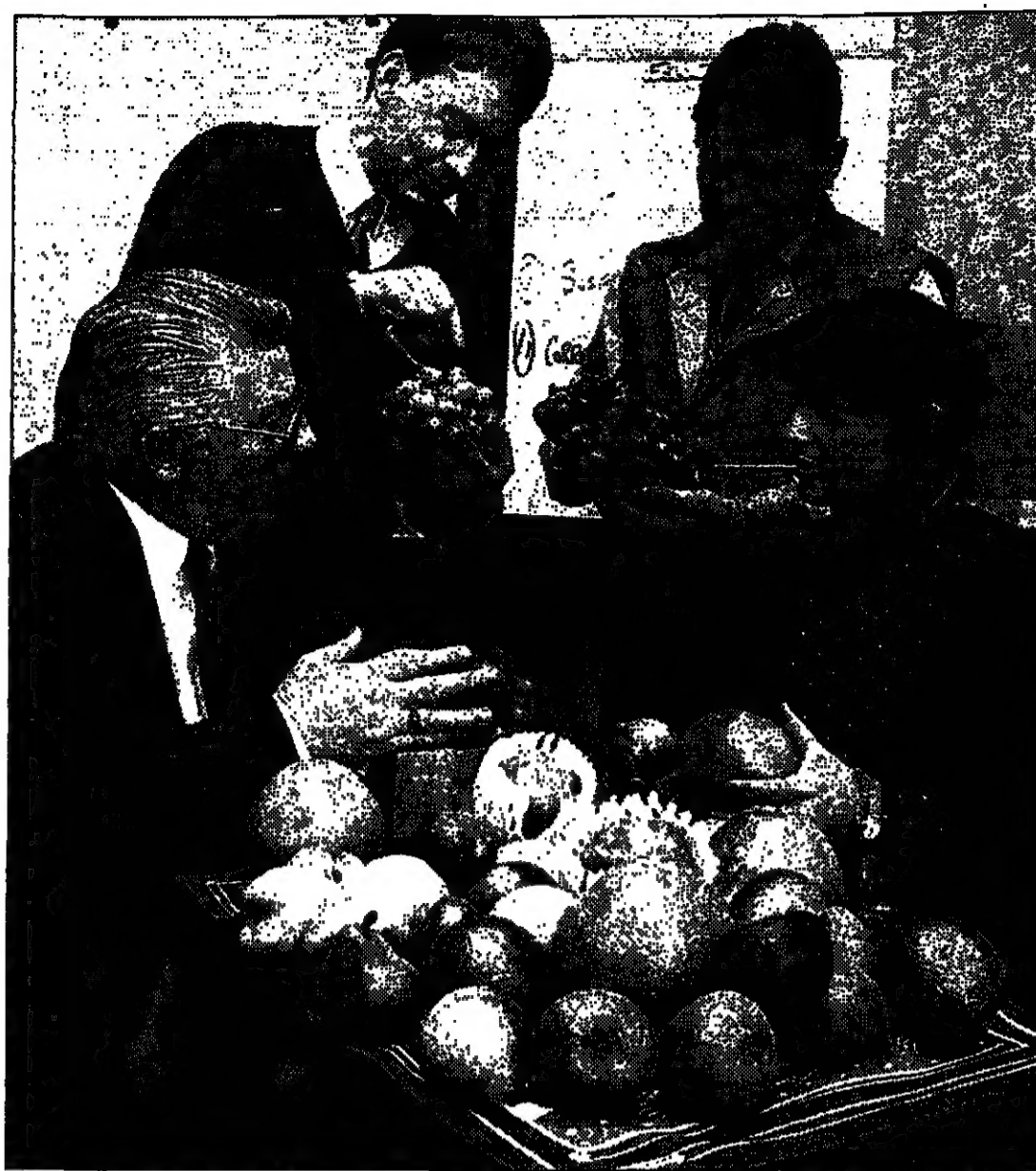
However, research showed customers wanted help from informed sales staff, and bed retailers wanted training support from the manufacturers, who had been reluctant to offer it because the similarity between products suggested that competitors would also benefit.

When Silentnight introduced its innovative Ultimate Sleep System bed in 1985, replacing the old "egg-timer" springs with continuous wires, retailers had to be trained to explain the product and its advantages. The Silentnight award-winning, two-day training programme for retail staff involves factory visits to see how the beds are made, and intensive training in sales techniques, the aim of which is to project an image to the customer of staff as professional and knowledgeable consultants.

Training is at the Silentnight College of Bed Sales Training, a theatre-style training centre at the company's Lancashire headquarters. Victor Giannandrea, the sales director, says: "We emphasise we are running a college of sales training for all quality beds. Our retail customers have reported sales increases of up to about 400 per cent in Silentnight products and an overall increase in all bed sales."

"We are so pleased with the success of our training programme, which the award marks, that we have decided to increase the budget for next year."

Kwik-Fit developed its brakes services because of a decline in the car exhaust market. A study of staff skills in 100 centres revealed that there were 84 trained brake-fitters and that 116 more were needed.



Better morale, teamwork and profits: Francis Nicholls succeeded against competition with training

Kwik-Fit worked with the Road Transport Industry Training Board to produce practical and theoretical skills-assessment tests for the 84 fitters and drew up a basic braking course for those needing training.

The four-day basic training course used modern training vehicles, or training rigs and demon-

stration units. The ratio of workshop practical sessions to theory was 80:20. There was a supporting in-company course for managers, covering such areas as stock control and the selling of brake services.

Kwik-Fit has now broadened the programme to include about 350

centres and to promote itself as a brakes specialist.

The award assessor's report says the programme is "a good example of how training has helped a company achieve a long-term change in its business strategy".

Asda, the supermarket chain, won its award for its programme to train

staff in using electronic funds transfer at point of sale (Eftpos). The company dropped tutor-led sessions for an intensive, multi-media training programme, which required every participating check-out operator to complete an open-learning work-book in conjunction with a video presentation.

Under the programme, participants go at their own pace, reinforcing what they have learnt with practical applications.

A training programme for new retail trainee managers brought success for Superdrug, the high street personal care and toiletries retailer. The programme runs for 12 weeks and is for all store management recruits. It combines theory and on-the-job training and includes a three-day technical course and a four-day management course. There is also a work-book to aid on-the-job training. Superdrug says the results are greater job satisfaction, increased store and management standards, better service, a higher retention rate of junior managers and greater conformity with company policies and procedures.

The relentless rise of super-markets, which buy direct from growers and producers, has hit the wholesale fruit market during the past five years. Francis Nicholls, a wholesale company in the Geest Group, met the challenge by diversifying and strengthening its service to customers.

An independent specialist analysed the training needs and listed staff skills. This was the basis for the company's award-winning training plan and programme, in which the sessions are highly participative and use audio-visual aids. The benefits are increased turnover and profits and improved staff morale, commitment and teamwork.

Arthur Fox (Sheffield), a retail multiple fruiterer with 25 branches, won its award for its success in introducing systematic training. After training was introduced for directors, managers and assistants, staff turnover dropped and new shops were opened without attendant problems. The training ranged from counselling for directors through to such topics as shop security, interviewing skills, product knowledge, selling skills and food-handling.

## Silver service for students

Caterers are employing undergraduates to get a higher standard of casual labour for their functions, Anthony Cox writes

UNDERGRADUATES were the target recruitment group for Simon and James Barker when they established Barker's Catering Services in 1987. The company was formed to meet the challenge of a gradual decline in the quality of casual staff in the hotel and catering industry. The company aimed to recruit and train inexperienced people for banquets, weddings and other functions.

The Barker brothers, who come from a catering family and have experience of casual work themselves, believed that undergraduates possessed "a set of needs and attributes that made them an attractive source of potential labour".

Simon Barker says: "Our competitors were recruiting from the same old pool of casual labour, and we decided not to touch that. With our training, we can make our

people quite useful quite quickly." So far, 750 people have passed through the company's award-winning training programme, consisting of a day-long formal stage involving demonstrations, lectures, videos and role-playing, followed by "field-work" - shadowing a trainer during a banquet - to become silver service waiting staff.

The success of the company's casual staff agency has led to a move into training in its own right, and projects are under way in Manchester and Birmingham that will lead Barker's into providing workplace training on behalf of

several large hotel chains. "Under the food safety bill, food-handlers will have to be certified. As we were going to have to start training our own people, we thought we would offer to train the staff of our hotel clients," Mr Barker says. "With our volume, we can do it quite cheaply."

"We aim at keeping our staff, and we do keep most of them for two years or so. What has happened in Manchester, for example, is that the second-year students now tell the first-year students about us."

At Gardner Merchant, the contract caterer and a winner in the National Training

Awards, the egg scare sparked improved training. Mike Vine, the company's health and safety manager, says: "After a pilot study, we introduced an examination, with a certificate for all our food-handlers, all of whom have to pass through exactly the same mill. We will have awarded 20,000 certificates by the new year."

Mr Vine is implementing an advanced training programme for management staff, which will lead to the nationally recognised awards of the Royal Institute of Public Health & Hygiene.

Whitbread Inns operates about 1,600 managed licensed houses in England and Wales, employs 25,000 people, and has a training budget of more than £1 million.

An award-winning training programme introduced last



Handle with care: training at Gardner Merchant

year has reduced bar-staff turnover from an estimated 100 per cent a year to about 85 per cent and house-management turnover from nearly 35 per cent to 30 per cent.

Food and drink sales have increased and profits are up 25 per cent. Staff also have a career path to move to house management.

Haydon House, a three-star, family-run hotel at Basford, Stoke-on-Trent, with a staff of 30, decided in 1987

that high standards of training would have to be set to be granted training levy exemption by the Hotel and Catering Training Board. Many qualified staff were not applying their knowledge well.

The hotel won Caterbase Training Organisation status and established a training scheme that included on-the-job coaching, in-house and off-the-job short courses and day release for professional qualifications.

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## TRAINING AS A BUSINESS OBJECTIVE

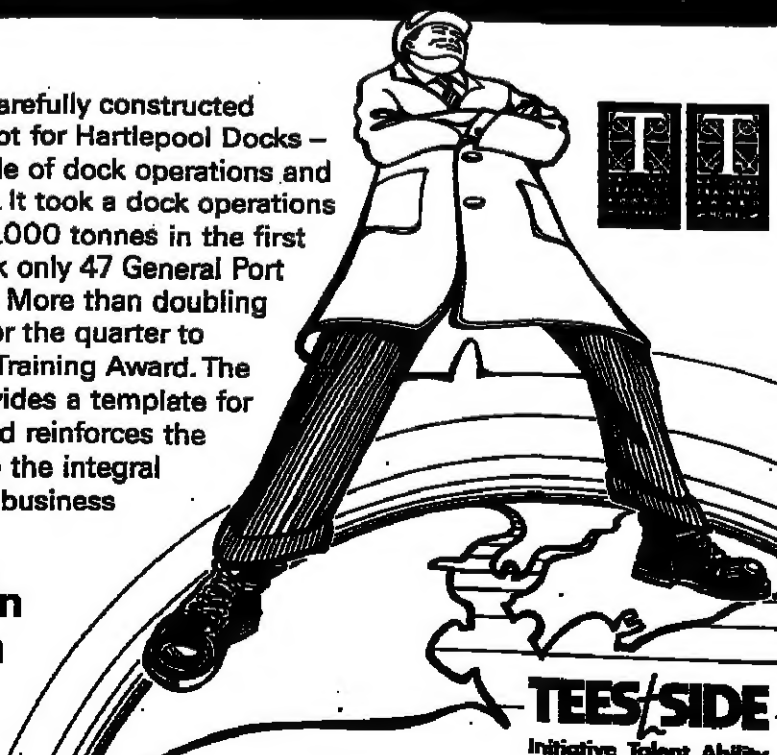
Ten weeks of concentrated, carefully constructed training produced a new concept for Hartlepool Docks - the General Port Worker, capable of dock operations and maintenance engineering tasks. It took a dock operations workforce of 93 to handle 250,000 tonnes in the first quarter of 1989. In 1990, it took only 47 General Port Workers. Doubling productivity. More than doubling profitability - from £231,000 for the quarter to £507,000. Winning a National Training Award. The Hartlepool experience now provides a template for further THPA reorganisation. And reinforces the Port Authority's commitment to the integral role of training in its ambitious business objectives.

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 Initiative Talent Ability



# Your life in a trainer's hands

**Courses for staff in the National Health Service are saving lives and money, Michael Hatfield says**

There are at least 23 people in South Yorkshire who would not be alive today but for a training initiative introduced by the South Yorkshire Metropolitan Ambulance Service. Such has been the success of the programme that the ambulance service is now accredited by the National Health Services Training Authority to conduct future courses nationwide and to present certificates.

With deaths from cardiovascular diseases and trauma on the increase, the ambulance service began improved training for staff to reduce the number of premature deaths. Ambulance crews were trained in advanced life support procedures, to a standard normally reached only by doctors based in hospitals.

Ambulance paramedics were trained in such skills as intravenous infusion, defibrillation and how to administer drugs. Thirty-one paramedics have now been trained; the aim is to have 117 operational paramedics within five years. With paramedics responding to emergency calls from the general public and doctors, 23 patients survived cardiac arrest and are able to lead normal lives. Along with the development of advanced paramedic



Dummy run: ambulance staff in South Yorkshire use a model for lessons in life-support. Trained staff have saved more than 20 people

skills, existing standards of basic ambulance aid procedures have improved.

In another medical training scheme, the West Yorkshire College of Health Studies designed a programme for the Huddersfield Health Authority which it believes to be the first of its kind. The college prepares enrolled nurses, working in

general, mental illness, mental handicap and community care areas, to become registered nurses.

The health authority needed to convert up to 413 enrolled nurses within its area so that they could be registered with the UK Central Council. The authority had predicted a future shortage of registered

nurses but, under a national plan, further enrolled nurse training would be stopped.

All 30 students on the first course qualified as registered nurses. The health authority has 30 qualified nurses with an advanced knowledge of contemporary clinical methods, professional development and research awareness.

The success of the course has brought associated and unexpected spin-off benefits. The course has been extended and developed into a package that has been bought by 48 other health authorities, and £12,000 of the income generated has meant more resources and equipment to train other nurses within the authority.

## Industry and colleges forge partnership

Two years ago, representatives of the vehicle builders and repairers industry began talks with the Central Manchester College of Technology about the difficulties of finding skilled personnel and attracting young people into their business.

Traditional training schemes were not fulfilling the industry's requirements. The result was high labour costs, high repair costs and subsequent acrimony between vehicle repairers and the insurance companies.

The college got together with the Vehicle Builders and Repairers Association and

local companies to create an accelerated training scheme. They adopted an aggressive marketing strategy, targeting all schools in Greater Manchester.

Workshops and laboratories were reorganised during the 1989 summer vacation to cope with the intensity of practical training.

Further education and project elements of the course were taught using a more open approach to learning than formal classroom work. Students learnt technical lessons through practising skills, using machinery.

Apart from developing the integrated training package

**Educational institutions are learning to provide businesses with tailor-made courses for their staff to provide skills that range from languages to engineering.**

and tailoring it to the needs of the local industry, the training programme included periods of working in businesses so that the companies could evaluate the progress of trainees at regular intervals and feed back helpful information to the college.

Regular testing was introduced at appropriate stages in each training period, and

records of achievement were continually kept as an important feature of the course.

The benefits have included high quality training tailored to the needs of industry in an area where skills are in short supply. The programme has involved the college, industry and professional associations working together.

The northwest provided

another example of this kind of partnership when the language and export centre of Manchester polytechnic came to the aid of Chloride Industrial Batteries. The company decided on a new strategy to face competition in the European Community, and needed language training for its staff.

Discussions with 25 members of staff who were identified for training, from clerical to director level, revealed that French and German were seen as the two priority languages.

The language centre devised a programme for switchboard and receptionist staff, who would be at the frontline of

communication, and two courses to develop the language skills of sales and marketing executives.

The business courses were divided into two 40-hour modules, one covering introductions and presentations, and the other social skills, with business counterparts, survival skills in the foreign country, telephone skills and business presentation.

Since training started, Chloride has reported a 60 per cent increase in exports to EC countries. Customers have noticed the great efforts being made by Chloride staff to learn their language.

MICHAEL HATFIELD

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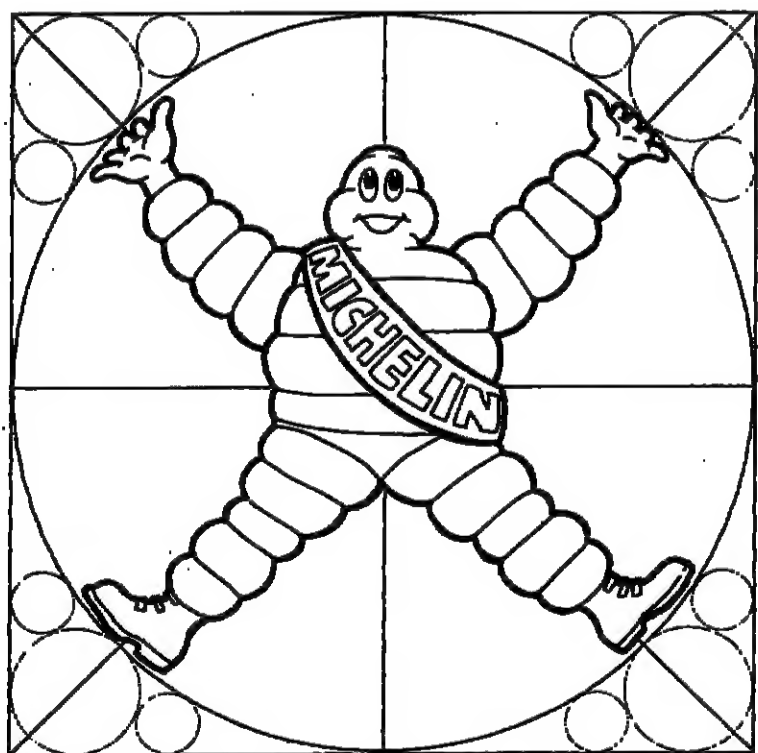
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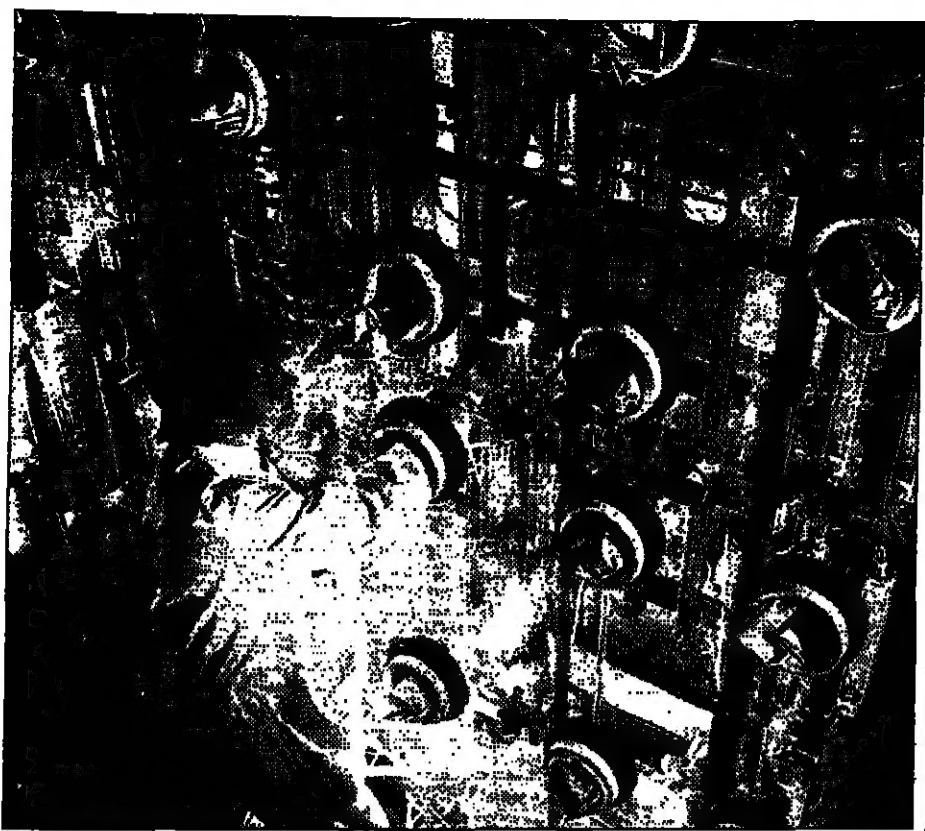
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Nuclear family: Dounreay has trained local school-leavers specially for atomic work

SKILL shortages and recruitment difficulties can be severe problems if an employer is in a geographically isolated area.

The Atomic Energy Authority at Dounreay, Scotland, a market leader in contract research and development, specialised technical services and advanced engineering, came up with a solution to this problem (Michael Hatfield writes).

The authority joined forces with Thurso Technical College, which was already Dounreay's main provider of external training. Together they began a training programme to increase the number of the authority's staff with graduate professional qualifications recognised by senior professional bodies.

This is the first, and so far only, graduate-level course

## Creating skills in isolation

available in the Highland and Islands region.

The immediate benefits are already apparent. All but three of the 15 graduates have benefited from job changes or promotions related, at least partly, to qualification status. Two of the graduates are already in middle-management jobs in the Dounreay organisation and at least one more is likely to be successful within the next year.

Dounreay has been given

access to a pool of well-educated local school-leavers who choose not to leave home, but are seeking a professional career.

Dounreay is the only large high-technology employer in the region, so providing such training at the local college gives it a significant local advantage in recruiting and retaining staff.

The course has played an important role in helping Dounreay to fill the vacancies in the shift manager team, which leads the process plant's operations workforce in the silent hours.

The course also gives Dounreay considerable confidence that its graduate output will make significant contributions to the management succession in its nuclear fuel-cycle operations.

# Reaping your own awards

British Steel is breaking records with the number of awards it is winning, reports Michael Hatfield

British Steel could rightly claim that investment in training reaps its own awards — three this year, as well as three commendations. This is the highest number of awards won by a company in any one year of the NTA.

Moreover, British Steel is one of only two companies to have won seven awards since the inception of the scheme. The other company is ICI.

The company, which employs more than 52,000 people, attaches great importance to raising the competence of its workforce in line with its objective of total quality performance. Last year it spent £36 million in training, representing an average of £740 per employee.

Every British Steel business has a fully costed, two-year training plan. There are 200 full-time trainers and 900 part-time trainers at plant level. All the main plants have training departments and training centres to cater for off-the-job training in all categories.

One of the awards this year went to its central training unit at Leamington Spa, Warwickshire, where it explored and put into effect computer-based training (CBT) for improving health and safety performance, a key element in British Steel's overall strategy.



Creating a quality ethos: last year British Steel spent an average of £740 on training for each of its 52,000 employees

The normal method of training for health and safety has been through conventional off-the-job courses at local works and the residential staff college. The object of the project was to measure the effectiveness of using CBT for this purpose.

David Evans, the head of health and safety at British Steel, says: "Ensuring our managers' competence in health and safety is an urgent need throughout industry. This project has opened opportunities for effective progress that others will surely follow."

As every CBT module was completed, it was validated by experts and tested using a sample group. When the course was finalised, it was distributed via the local training departments.

Scores from CBT tests were found to be on average 25 per

cent higher than those from conventional tests. The increase ranged from 15 to 35 per cent. Moreover, 95 per cent of the learners considered the CBT courses user-friendly. An immediate outcome of the project was a more effective method and range of materials to meet the training needs of line managers responsible for health and safety.

Computers were involved in the second British Steel award, presented to the information technology operations of the company's central management services (CMS). CMS's business strategy was the introduction of a company-wide quality management system to meet the BS5750 standard.

A vital ingredient in achieving a quality culture was believed to be training, yet there were no known training

courses designed for computer services organisations.

CMS created its own. About 230 people attended the courses, which lasted two and a half days, and a further 105 attended the supporting courses. Barry Sissons, the manager of CMS, says: "The effect of the tight scheduling of the courses meant that we were able to get 90 per cent of the employees adapted to the CMS quality culture in six weeks."

The outcome is that CMS is only the second in-house computer services organisation in Europe to be accredited with the BS5750 standard.

The management at British Steel's Scunthorpe works had a different problem. In 1987, British Steel decided to build a £15 million Ladle Arc second-

ary steelmaking unit in the plant, the largest of its kind in western Europe. However, the employees in production and maintenance had to be trained before it could be up and running.

A core group of 140 were fully trained, not only on site, but in France, where operators were given hands-on experience on the Ladle Arc computer systems.

This meant that when the new plant began operations, 98 per cent of the plant was consistently available, surpassing the project target of 95 per cent, and the effectively trained workforce meant that the commissioning engineers could be quickly moved after the plant opened.

British Steel companies that received commendations were: Port Talbot works; General Steels; at Teesside; and Ravenscraig works.

THE company formed when the telecommunications interests of GEC and Plessey merged two years ago brought 24,000 workers worldwide under a new employer, GPT. Employees had to be encouraged to give their loyalty, commitment and enthusiasm to a new company (Michael Hatfield writes).

The new management responded to the challenge by initiating Project DOC (Developing Organisational Capability). Two hundred senior managers took part in work-

## Loyalty in mergers

shops, from which emerged the new company's strategy and determination to succeed.

The next phases, based on the belief that people change because they want to, not because they are told to, were managed on a "cascade" basis, with change permeating from the top through the rest of the staff. Twenty senior managers were trained as "change champions" and senior manage-

ment teams of "change agents" were created.

This task force implemented training programmes for change at every level. Workshops were run on different sites for middle and junior managers. Within eight weeks, almost the entire managerial population of the company in Britain and Florida has been covered by DOC. The participatory training

model was so successful that the company trained a further 400 change agents and invited the entire workforce to attend workshops.

Assembly workers, design engineers, salesmen, secretaries, cleaners, drivers and testers were trained together, not by professional trainers, but by line managers.

At the end of stage three, 18,000 employees understood the new company's strategy, accelerating the integration of two previously competitive organisations.

## How to regain the edge

THE rapid loss of competitive edge prompted the engineering and heating systems division of Lucas Aerospace to make radical changes to work practices.

A training programme was devised to switch responsibility for quality from the inspectors to the shop floor (Michael Hatfield writes).

Employees with little or no electrical or mechanical measurement skills were referred to the Open Learning Centre in Luton, Bedfordshire. The aim was to bring employees up to a recognised level of understanding before their specific inspection training, which was carried out over an 18-month period and was rewarded with certificates.

Benefits include improved competitiveness, increased individual responsibility and esteem, greater awareness of the customers' quality requirements and a saving of more than £200,000 in wages. Sales per employee increased from £35,000 to £53,000.

The Systems Engineering Projects (SEP) division of Lucas Engineering and Systems, at Solihull, Warwickshire, also introduced a training programme, to instruct engineers of all disciplines in total quality.

An objective was to improve employees' understanding of the systems engineering approach and show them how to give manufacturers the right methods, problem-solving tools and analytical techniques.

The Institution of Production Engineers has accredited the SEP training scheme.

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